




National Black Police Association

CONFERENCE AND AGM 2003

BPA_s MAKING A DIFFERENCE

St David's Centre, Cardiff, South Wales. 23rd - 25th September 2003

A photograph of two young children standing outdoors on grass. The child on the left is a white girl with blonde hair, wearing a yellow and black superhero costume. The child on the right is a Black boy wearing a light blue superhero costume with a cape and a yellow and blue belt. Both children are looking directly at the camera with serious expressions.

There are more ways
to change the world

than you might think

Things change when individuals who are determined to make a difference decide to act. Here at South Wales Police, we're determined to change the makeup of our force, until it reflects the diversity of the community that we serve.

You can help us by bringing your unique talents and perspective to bear in a whole range of roles within our force. You could join us as a Constable, a Special or as a member of our police staff. Everyone with talent is welcome. But as a member of a minority group, your voice is currently underrepresented, so we're particularly keen to hear from you.

To find out more, go to
www.south-wales.police.uk
It's time for a change.

South Wales Police is an equal opportunities employer and positively welcomes applications from every section of the community.



www.south-wales.police.uk



ONE VOICE, STRENGTH IN UNITY

"I CAN TAKE ON THE BEST ATHLETES IN THE WORLD BUT I COULDN'T TAKE ON THIS YOUNG BOY."

Denise Lewis.



This child is a long way from home. At his age he should be on the sports field. Actually he's on the game. To help

him you first have to persuade him that you have his best interests at heart. But he sees you as the enemy. Could you

find the right words? Or could you give an old drunk, covered in vomit, artificial respiration? Could you deal with a shocked

middle-aged woman who has been caught shoplifting? To find out phone us at 0845 608 3000 or visit policecouldyou.co.uk

**COULD YOU?
POLICE**

The police service is committed to equal opportunities.



BPA's Making a Difference

NBPA AGM and Conference 2003



Forewords

- 06 Home Secretary
- 08 NBPA President
- 13 Chief Constable South Wales Police
- 14 Chief Constable Gwent Police



NBPA Reports

- 17 Chair - South Wales and Dyfed Powys BPA
- 19 NBPA Vice President's (Corporate) Report
- 20 NBPA Vice President's (Support) Report
- 22 BME FLOs
- 25 NBPA General Secretary's Report
- 27 Training and Development Report
- 28 Financial Report
- 32 National Coordinator's Report
- 34 Legal Sub-Committee Report



BPA Items of Interest

- 36 Stephen Lawrence Steering Group -
Hate Crime Sub-Committee
- 37 Policing Cohesive Communities
- 38 Stephen Lawrence Steering Group -
Community and Race Relations Training Sub-Committee
- 40 The Challenge of Drug-Related Criminality
- 42 Cash for Cops and Black Ghettos
- 46 MET BPA Phase III - Leadership Programme
- 48 Could You? - Home Office
- 49 BPA Research Project



NBPA Album

- 50 Visions of the NBPA



Home Secretary

Rt. Hon. David Blunkett MP



I am pleased to have been invited to the 4th Annual General Meeting of the National Black Police Association and to have this opportunity to reaffirm my support for the Association.

Tackling racism and promoting equality of opportunity is a top priority for this Government. We believe that this agenda has an important place at the centre of police reform. I share the Association's vision of a police service which is inclusive, supportive and representative of the communities it serves - and which is responsive to the needs and priorities of local communities. The changes we are making to national recruitment standards and procedures will ensure that procedures for joining the police service are fair and inclusive. The targets which we have set in Dismantling Barriers mean that forces are committed to diversity in recruitment, retention and progression. For some forces, the targets are very challenging indeed. I am pleased that HMIC is working with those forces which have the most demanding targets to improve performance. I am grateful for the work which the NBPA has done in support of Dismantling Barriers.

We need to make sure that minority ethnic staff are treated fairly within their forces. This means creating supportive working environments, where minority ethnic staff feel valued, where their skills are appreciated and where they are afforded the same opportunity to progress through the ranks as their white colleagues. This is essential in itself, but it is also an opportunity for the service to build greater trust and confidence in minority ethnic communities. The police reform agenda is about getting to the heart of what communities want and

enabling the police service to meet their demands for safety and reassurance.

The NBPA has been an important part of the Lawrence Steering Group since that group was set up four years ago. The Association has provided a valuable connection to the communities from who trust and confidence in the police had been so badly lost. It is a notable achievement that the vast majority of the recommendations from the Stephen Lawrence Inquiry Report have now been implemented. As a result, the way the police service and the broader Criminal Justice System consider issues relating to minority ethnic communities is vastly different to the way it was four years ago. The NBPA can be rightly proud of its contribution to this process. But we still have a long way to go. I look forward to further productive partnerships working with the NBPA through the Lawrence Steering Group and its sub-groups.

Finally, I would like to congratulate the NBPA and its members on what they have achieved in only a few years. The contribution of the organisation to issues around community and race relations in the police service has made a real difference.

Rt. Hon. David Blunkett MP
Home Secretary





Ysgrifennydd Cartref

Rt. Hon. David Blunkett MP

Rwy'n falch o gael y gwahoddiad i bedwerydd Cyfarfod Cyffredinol Blyneddol Cymdeithas yr Heddlu Du Cenedlaethol ac o gael y cyfle i gadarnhau fy nghefnogaeth i'r Gymdeithas. Mae trin hiliaeth a hyrwyddo cyfle cyfartal yn un o brif flaenoriaethau'r Llywodraeth hon. Credwn fod gan yr agenda hon le pwysig wrth ganol diwygio'r heddlu. Rhannaf weledigaeth y Gymdeithas o wasanaeth heddlu sy'n gynhwysol, yn gefnogol ac yn gynrychioliadol o'r cymunedau y mae'n ei wasanaethu - ac sy'n ymatebol i anghenion a blaenoriaethau cymunedau lleol. Bydd y newidiadau a wnawn i safonau a gweithdrefnau recriwtio cenedlaethol yn sicrhau bod gweithdrefnau ar gyfer ymuno â gwasanaeth yr heddlu yn deg ac yn gynhwysol. Golyga'r targedau yr ydym wedi eu gosod yn Chwalu Rhwystrau fod rhai lluoedd wedi ymrwymo i amrywiaeth wrth recriwtio, cadw a sicrhau dilyniant. I rai lluoedd, mae'r targedau yn heriol iawn. Rwy'n falch fod HMIC yn gweithio gyda'r lluoedd hynny sydd â'r targedau mwyaf anodd i wella perfformiad. Rwy'n ddiolchgar am y gwaith y mae'r NBPA wedi ei wneud i gefnogi Chwalu Rhwystrau.

Mae angen i ni sicrhau bod staff o leiafrifoedd ethnig yn cael eu trin yn deg o fewn eu lluoedd. Mae hyn yn golygu creu amgylcheddau gwaith cefnogol, lle mae staff o leiafrifoedd ethnig yn teimlo eu bod yn cael eu parchu, lle mae eu sgiliau yn cael eu gwerthfawrogi a lle rhoddir yr un cyfle iddynt i symud drwy'r rhengoedd â'u cydweithwyr gwyn. Mae hyn yn hanfodol ynddo'i hun, ond mae hefyd yn gyfle i'r gwasanaeth greu mwy o ymddiriedaeth a hyder mewn cymunedau o leiafrifoedd ethnig. Mae agenda diwygio'r heddlu yn ymwneud â mynd at galon yr hyn y mae'r gymunedau eu heisiau a

galluogi gwasanaeth yr heddlu i ateb eu gofynion am ddiogelwch a sicrwydd.

Mae'r NBPA wedi bod yn rhan bwysig o Grwp Llywio Lawrence ers i'r grwp hwnnw gael ei sefydlu bedair blynedd yn ôl. Mae'r Gymdeithas wedi darparu cyswllt gwerthfawr â'r cymunedau lle'r oedd ymddiriedaeth a hyder yn yr heddlu wedi ei golli mor enbyd. Mae'n gamp nodedig fod mwyafrif helaeth yr argymhellion o Adroddiad Ymchwiliad Stephen Lawrence bellach wedi eu gweithredu. O ganlyniad, mae'r modd y mae gwasanaeth yr heddlu a'r System Cyfiawnder Troseddol ehangach yn ystyried materion yn ymwneud â chymunedau o leiafrifoedd ethnig yn wahanol iawn i'r sefyllfa fel ag yr oedd bedair blynedd yn ôl. Gall yr NBPA fod yn falch o'i chyfraniad at y broses hon. Ond mae gennym ffordd bell i fynd o hyd. Edrychaf ymlaen at weithio mewn partneriaeth gynhyrchiol pellach gyda'r NBPA drwy Grwp Llywio Lawrence a'i is-grwp.

Yn olaf, hoffwn longyfarch NBPA a'i haelodau am yr hyn y maent wedi ei gyflawni mewn dim ond ychydig o flynyddoedd. Mae cyfraniad y corff at faterion yn ymwneud â chysylltiadau cymunedol a hiliol o fewn gwasanaeth yr heddlu wedi gwneud gwahaniaeth gwirioneddol.

David Blunkett

Rt. Hon. David Blunkett MP
Ysgrifennydd Cartref





NBPA President

Ravi Chand QPM



Welcome to Cardiff, Wales and to our 4th AGM and Conference entitled "BPAs making a difference". This year not only are we holding our AGM and Conference outside of England for the first time, but we are running it over 3 days. I would like to thank on behalf of the membership the Chief Constables and Police Authorities of all the Welsh Forces for jointly sponsoring the Conference and AGM. In addition I would like to thank South Wales Police for hosting the event in Cardiff and to the South Wales and Dyfed Powys Black Police Association for their help in pulling it all together.

Wales is a beautiful part of the UK and has much to offer visitors. Hopefully you may have an opportunity to learn more about what Wales has to offer during your visit. Some of you may even consider Wales a good place to live in and work due to its natural beauty and quality of life.

Last year I gave a commitment to bring in an educational element to our annual conference similar to our colleagues in the NBPA USA. On day 2 of our conference we will be running 8 workshops twice, giving delegates an opportunity to attend at least 2 different sessions. I would like to thank the special events committee chaired by Marcia Gittens for making this possible.

'BPAs Making A Difference'

The theme for this year's conference is aimed at demonstrating the huge impact BPAs up and down the country are having in modernising and shaping the policing of today for a better tomorrow. BPAs in some forces were and are to a degree still seen only as a tool to assist forces meet their Dismantling Barriers targets for more Black and Minority Ethnic staff. To hold such a view devalues and grossly underestimates the huge potential BPAs have to offer in helping reform policing. BPAs have an important role in: -

- Improving the working environment by developing an anti-racist culture which embraces diverse cultural

identities;

- Removing glass ceilings and developing personnel policy in the true spirit of equality;
- Improving service delivery of policing services to the BME communities and wider;
- Assisting forces assess the impact of policing policy and practice on community cohesion and tackling crime within BME communities;
- Improving trust and confidence of BME communities in local policing;
- Assisting in engaging hard to reach/fail to reach groups from BME communities;
- Make use of diverse languages to make policing more accessible to non-English speaking members of the community;
- Assisting with major crime investigations and operations where a diverse perspective could greatly assist policing activity, like gun crime;
- The list could go on due to the huge number of possibilities and benefits being endless.

Is your force making the best use of your BPA and the talent within it?

Progress

As I reported last year the National Executive Council (NEC) set the work program for the Cabinet for the period 2001 to 2003 which was demanding and specifically aimed at delivering under the four strategic areas of Financial Independence, Support, Marketing and Partnerships and Organisational Development. The NBPA as a relatively new organisation needed a workable infrastructure, which had the capacity to meet existing and future demand from its membership. The NBPA had to hit the ground running and be sufficiently robust to meet the challenges of a police service amidst reform. There were and still will be huge challenges for the NBPA to balance maintenance and developmental activities in a rapidly growing association.



Key Areas in Brief

- The NBPA now has a clear infrastructure with good links with a large number of similar organisations, community groups and agencies.
- We are represented on a large number of committees and bodies, which have a race dimension.
- As a charitable body we now have the support of bodies like the Council of Ethnic Minority Voluntary Organisations (CEMVO), which funds training and development of members as part of a capacity building programme.
- Last year the NBPA achieved charitable status and redefined its mission statement as being 'The objectives of the National Black Police Association are to promote good race relations and equality of opportunity within the police services of the United Kingdom and the wider community.' The NBPA mission statement has been at the heart of all the work undertaken by the NEC and its Cabinet.
- We have a fully operational Personal Leadership Programme (PLP) being rolled out across the country available to all BME staff in the service. This is the first ever centrally delivered national positive action programme for BME staff, regardless of rank or grade, ever undertaken by the Police Service.
- The National Support Network (NSN) is due for further expansion and roll out across the country on a match-funding basis. This will result in a huge increase in the numbers of trained first contact BPA members as competent lay supporters. The aim is to achieve the following on behalf of the member:
 - Reduce and/or resolve workplace grievances early;
 - Resolve and/or ensure appropriate action in complaints around inappropriate behaviour or language;
 - Reduce cases going to Employment Tribunal (ET) or resolve matters before they go to ET;

- Provide support for colleagues in dealing with issues with a race dimension;
- Ensure there is a structured and professional approach in providing support.
- The initiative is aimed at reducing wastage from the police service of Black and Minority Ethnic (BME) staff.
- There are now 40 BPAs in England, Wales and Northern Ireland, with Scotland in the process of developing an all Scotland association.

The NBPA must continue to play a key role in helping shape and modernise the Police Service, but to do so as an independent body made up of committed BPA members. The details of the work to date are outlined in the reports contained in this publication by the Cabinet members.

End of Term

This is my last year as the President of the NBPA having been Deputy chair, and then Chair followed by 2 years as President since our launch in 1999. I am now choosing to move on and allow someone with a different perspective to bring a new energy in to the NBPA; rotation is healthy in an organisation like ours. I have learnt much in my time with the NBPA having seen the organisation grow in size and capability. There is an immense pool of very talented people out there who have much to offer and can make a huge impact on Police Reform. Please volunteer to give up some of your time to support the NBPA in achieving its goals to make for a better police service. I would like to thank all my colleagues for their support and assistance in making the NBPA a truly effective, respected and influential association.

Ravi Chand QPM
NBPA President



NBPA Llywydd

Ravi Chand QPM

Croeso i Gaerdydd, Cymru ac i'n pedwerydd Cyfarfod Cyffredinol Blynnyddol a Chynhadledd sy'n dwyn y teitl "BPA yn gwneud gwahaniaeth". Eleni nid yn unig yr ydym yn cynnal ein Cyfarfod Cyffredinol a'n Cynhadledd y tu allan i Loegr am y tro cyntaf, ond rydym ni yn eu cynnal dros 3 diwrnod. Hoffwn ddiolch ar ran aelodaeth Awdurdodau'r Prif Gwnstablaid a Heddlu holl Lluoedd Cymru am noddi'r Cynhadledd a'r Cyfarfod Cyffredinol Blynnyddol ar y cyd. Hefyd hoffwn ddiolch i Heddlu De Cymru am gynnal y digwyddiad yng Nghaerdydd ac i Gymdeithas Heddlu Du De Cymru a Dyfed Powys am eu cymorth i dynnu'r cyfan at ei gilydd.

Mae Cymru yn rhan brydferth o'r DG ac mae ganddi lawer i'w gynnis i ymwelwyr. Ein gobaith yw y byddwch yn cael cyfle i ddysgu mwy am beth sydd gan Gymru i'w gynnis yn ystod eich ymweliad. Efallai bydd rhai ohonoch hyd yn oed yn ystyried Cymru fel lle dymunol i fyw a gweithio ynddo oherwydd ei phrydferthwch naturiol a'i safon byw.

Llynedd rhoddais ymrwymiad i ddod ag elfen addysgiadol i'n cynhadledd flynyddol yn debyg i'n cydweithwyr yn NBPA yr Unol Daleithiau. Ar ail ddiwrnod ein cynhadledd byddwn yn cynnal 8 gweithdy ddwywaith, gan roi cyfle i gynrychiolwyr fynychu o leiaf 2 sesiwn wahanol. Hoffwn ddiolch i'r pwyllgor digwyddiadau arbennig o dan gadeiryddiaeth Marcia Gittens am wneud hyn yn bosibl.

'BPA yn Gwneud Gwahaniaeth'

Nod thema cynhadledd eleni yw dangos yr effaith enfawr mae BPA ar hyd a lled y wlad yn ei goel ar foderneiddio a siapia plismona heddiw ar gyfer gwell yfory. Gwelwyd, a gwelir heddiw i ryw raddau, y BPA gan rai lluoedd fel offeryn i gynorthwyo lluoedd i gwrdd â'u targedau Chwalu Rhwystrau er mwyn cael mwy o staff du ac o leiafrifoedd ethnig. Mae credu felly yn dibrisio ac yn tanbrisio'n enbyd y potensial anferthol sydd gan y BPA i'w gynnis er mwyn helpu i ddiwygio plismona. Mae gan BPA rôl bwysig o ran: -

- Gwella'r amgylchedd gwaith drwy ddatblygu diwylliant gwrth-hiliol sy'n croesawu hunaniaethau diwylliannol amrywiol;
- Symud nenfydau gwydr a datblygu polisi personél

yng ngwir ysbryd cydraddoldeb;

- Gwella'r modd y cyflwynir gwasanaethau plismona i'r cymunedau BME ac yn ehangach;
- Cynorthwyo lluoedd i asesu effaith polisi ac arfer plismona ar gydlynid cymunedau a delio â throseddau o fewn cymunedau BME;
- Gwella ymddiriedaeth a hyder cymunedau BME mewn plismona lleol;
- Cynorthwyo i gysylltu â grwpiau sy'n anodd cysylltu â hwy/rhai y methir cysylltu â hwy o gymunedau BME;
- Gwneud defnydd o ieithoedd amrywiol er mwyn gwneud plismona yn fwy agored i aelodau o'r gymuned na fedrant siarad Saesneg;
- Cynorthwyo gydag ymchwiliadau ac ymgyrchoedd troseddau mawr lle gallai persbectif gwahanol gynorthwyo gweithgareddau plismona yn fawr, megis troseddau gynnu;
- Gallai'r rhestr hon barhau gan fod nifer enfawr y posibiladau a'r manteision yn ddiderfyn.

A yw eich heddlu chi yn gwneud y defnydd gorau o'ch BPA chi a'r talent o'i fewn?

Datblygiad

Fel yr adroddais y llynedd gosododd y Cyngor Gweithredol Cenedlaethol (CGC) raglen waith y Cabinet ar gyfer y cyfnod 2001 i 2003 a oedd yn gofyn llawer ac wedi'i hanelu'n benodol at gyflawni o dan y pedwar maes strategol sef Annibyniaeth Ariannol, Cymorth, Marchnata a Phartneriaethau a Datblygiad Trefniadaethol. Roedd ar yr NBPA fel sefydliad cymharol newydd angen isadeiledd ymarferol, oedd â'r gallu i gwrdd ag angen presennol ac yn y dyfodol gan ei aelodaeth. Roedd yn rhaid i'r NBPA ddysgu wrth fynd yn ei blaen a bod yn ddigon cadarn i gwrdd â sialensau gwasanaeth plismona oedd yng nghanol ei ddiwygio. Roedd, a bydd, sialensau anferth yn wynebu NBPA i gydbwysu gweithgareddau cynhaliadau a datblygu mewn cymdeithas sy'n tyfu'n gyflym.

Meysydd Allweddol yn Fyr

- Mae gan yr NBPA bellach isadeiledd clir gyda chysylltiadau da gyda nifer fawr o sefydliadau



tebyg, grwpiau cymunedol ac asiantaethau.

- Fe'n cynrychiolir ar nifer fawr o bwyllgorau a chyrrff, sydd â dimensiwn hil.
- Mae'r NBPA wedi codi ei broffil drwy hysbysebion a'r cyfryngau; gan gymryd rhan, ar gyfartaledd, mewn o leiaf un cyfweiliad teledu, papur newydd neu radio bob wythnos.
- Fel corff elusennol mae gennym erbyn hyn gefnogaeth cyrrff fel Cyngor Cyrff Gwirfoddol y Lleiafrifoedd Ethnig (CEMVO), sy'n ariannu hyfforddiant, a datblygiad aelodau fel rhan o raglen adeiladu gallu. Gall unigolion ddatblygu sgiliau penodol er mwyn rhedeg BPAs yn fwy effeithiol.
- Y llynedd sicrhodd yr NBPA statws Elusennol ac ailddiffiniwyd ei ddatganiad gweledigaeth fel a ganlyn 'Amcanion Cymdeithas yr Heddlu Du Cenedlaethol yw hybu cysylltiadau hiliol da a chyfle cyfartal o fewn gwasanaethau heddlu'r Deyrnas Gyfunol a'r gymuned ehangach'. Mae datganiadau gweledigaeth yr NBPA wedi bod wrth wraidd yr holl waith a gyflawnwyd gan y CGC a'i Cabinet.
- Mae gennym Raglen Arweinyddiaeth Bersonol (RhAB) gwbl weithredol sy'n cael ei sefydlu ar draws y wlad sydd ar gael i bob aelod o staff BME yn y gwasanaeth. Hon yw'r rhaglen gweithredu positiif genedlaethol a gyflwynwyd yn ganolog gyntaf erioed ar gyfer staff BME, heb ystyried rheng neu radd, yr ymgwymerwyd â hi gan Wasanaeth yr Heddlu. Mae CENTREX wedi cyfrannu'n sylweddol at lwyddiant y rhaglen.
- Mae'r NBPA wedi ymrwymo i greu cyfleoedd datblygiad personol ar gyfer aelodau NBPA drwy roi cyfle i astudio yn y sefydliad Arweinyddiaeth Rhyngwladol a sefydlwyd gan Wendell France o'r NBPA UDA. Mae Prifysgol Rhanbarth Columbia, Prifysgol Washington a Phrifysgol Talaiith Jackson, Mississippi yn yr UDA yn cefnogi'r astudiaethau. Mae'r sefydliad, sydd yn ei flwyddyn gyntaf, yn dod â'n cyd-sefydliadau o Ganada, Bermiwdia a'r UDA ynghyd â'r DG er mwyn trafod materion yn ymwneud ag arwain. Mae wedi datblygu yn ganolfan i drafod syniadau ar gyfer ein sefydliad Du a bydd yn ychwanegu'n fawr at ein cyfleoedd i ddatblygu fel BPA. Graddiais i gyda'r grwp cyntaf a byddaf yn cynorthwyo eraill i elwa o waith y sefydliad.
- Mae'r Rhwydwaith Cefnogi Genedlaethol (RhCG) yn barod ar gyfer ehangiad pellach ar draws y wlad ar sail ariannu cyfatebol. O ganlyniad bydd cynnydd enfawr yn y nifer o aelodau BPA cysylltiad cyntaf a fydd wedi eu hyfforddi fel cefnogwyr lleyg

cymwys. Y nod yw cyflawni'r canlynol ar ran yr aelod:

- Lleihau neu ddatrys cwynion yn y gwaith yn gynnar;
- Datrys a/neu sicrhau y gweithredir yn addas yn achos cwynion yn ymwneud ag ymddygiad neu iaith anaddas;
- Lleihau'r achosion sy'n mynd i Dribiwnlys Cyflogaeth (TC) neu ddatrys materion cyn iddynt fynd i TC;
- Darparu cefnogaeth i gydweithwyr tra'n delio â materion gydag elfen hiliol.
- Sicrhau bod dull wedi ei strwythuro a phroffesiynol o ddarparu cefnogaeth.
- Nod y cynllun yw lleihau colli staff Du ac o Leiafrifoedd Ethnig (BME) o wasanaeth yr heddlu.
- Ceir bellach 40 BPA yn lloegr, Cymru a Gogledd Iwerddon, ac mae'r Alban yn y broses o ddatblygu cymdeithas ar gyfer yr Alban gyfan.

Bydd yn rhaid i'r NBPA barhau i chwarae rôl allweddol yn y gwaith o helpu i ffurfio a moderneiddio Gwasanaeth yr Heddlu, ond gwneud hynny fel corff annibynnol sy'n cynnwys aelodau ymrwymedig o'r BPA. Amlinellir manylion y gwaith hyd yn hyn yn yr adroddiadau sy'n rhan o'r cyhoeddiad hwn gan aelodau'r Cabinet.

Diwedd Tymor

Hwn yw fy nhymor olaf fel Llywydd y NBPA, wedi i mi fod yn Ddirprwy Gadeirydd yn y gorffennol, yna yn Gadeirydd, ac yna yn Llywydd am ddwy flynedd ers ein sefydlu yn 1999. Rwyf bellach yn dewis symud ymlaen a gadael i rywun gyda phersbectif gwahanol ddod ag egni newydd i'r NBPA; mae cylchdroi yn iach mewn corff fel ein un ni. Rwyf wedi dysgu llawer yn ystod fy amser gyda'r NBPA ac wedi gweld y corff yn tyfu o ran maint a gallu. Mae casgliad enfawr o bobl dalentog iawn allan yna sydd â llawer i'w gynnig a gallent gael effaith fawr ar Ddiwygio'r Heddlu. Beth am wirfoddoli ychydig o'ch amser os gwelwch yn dda i gefnogi'r NBPA er mwyn cyflawni ei amcanion a chreu gwasanaeth heddlu gwell. Hoffwn ddiolch i'm holl gydweithwyr am eu cefnogaeth a'u cymorth i wneud yr NBPA yn gymdeithas effeithiol, uchel ei pharch a dylanwadol.

Ravi Chand QPM
NBPA Llywydd

Black and White



...working together.



ONE VOICE, STRENGTH IN UNITY

“ *The objectives of the National Black Police Association are to promote good race relations and equality of opportunity within the police services of the United Kingdom and the wider community.* ”

Email: nbpa@nationalbpa.com • Website: www.nationalbpa.com



Chief Constable South Wales Police

Sir Anthony Burden OStJ, QPM, BSc(Hons), CCMI

As Chief Constable of the host force, I would like to extend a warm welcome to delegates and visitors to Cardiff for this year's National Black Police Association Conference and Annual General Meeting.

The theme of this year's conference is 'BPAs Making a difference' and that is very appropriate. As a service, we have come a long way in recent years but there is still a great deal that needs to be done if we are to gain the trust and confidence of all of our diverse communities.

As a former President of ACPO and former chair of ACPO's Race and Community Relations Committee I have worked closely with members of the National Black Police Association and witnessed at first hand the positive support being given to forces at both local and national level. In their relatively short history the Association has

already made a difference. The knowledge and experiences of their members and the assistance and guidance being offered up is something of which the service must take full advantage. The NBPA has achieved a great deal but has the potential to make an even bigger difference. It is an opportunity that must not be missed.

I feel sure you will enjoy your visit to Cardiff and hope you will take every opportunity to experience the sights and sounds of one of the fastest growing multi-cultural cities in Europe.

Sir Anthony Burden OStJ, QPM, BSc(Hons), CCMI
Chief Constable South Wales Police



Prif Gwnstabl Heddlu De Cymru

Syr Anthony Burden OStJ, QPM, BSc(Anrh), CCMI

Hoffwn i, fel Prif Gwnstabl y llu croesawu, estyn croeso cynnes i gynrychiolwyr ac ymwelwyr i Gaerdydd ar gyfer Cynhadledd Cymdeithas Genedlaethol Heddwision Duon eleni a'i Chyfarfod Cyffredinol Blyneddol.

Y Thema gynhadledd eleni yw 'BPAs Gwneud gwahaniaeth' ac mae hynny'n briodol iawn. Fel gwasanaeth, rydym ni wedi symud ymlaen cryn dipyn yn ystod y blyneddoddi diwethaf ond mae llawer eto i'w wneud os ydym am ennill ymddiriedaeth a hyder ein cymunedau amrywiol.

Fel cyn lywydd ACPO a chyn gadeirydd Pwyllgor Cysylltiadau Hiliol a Chymunedol ACPO rwyf i wedi gweithio'n agos gydag aelodau o Gymdeithas Genedlaethol Heddwision Duon ac wedi gweld â'm llygaid fy hun y gefnogaeth gadarnhaol sy'n cael ei rhoi i'r lluoedd yn lleol ac yn genedlaethol. Er mai byr yw ei

hanes, mae'r Gymdeithas eisoes wedi gwneud gwahaniaeth. Mae gwybodaeth a phrofiadau ei haelodau a'r cymorth a'r cyfarwyddyd sy'n cael eu cynnig yn rhywbeth y dylai'r gwasanaeth gymryd mantais lawn ohonynt. Mae'r CGHD wedi cyflawni llawer ond mae ynddi'r potensial i wneud hyd yn oed mwy o wahaniaeth. Dyma gyfle na ddylid ei cholli.

Teimlaf yn sicr y byddwch yn mwynhau eich ymweliad â Chaerdydd a gobeithiaf y byddwch yn achub ar bob cyfle i brofi atyniadau dinas amlddiwylliannol sy'n prysur dyfu i fod yn un o ddinasoedd blaenllaw Ewrop.

Syr Anthony Burden OStJ, QPM, BSc(Anrh), CCMI
Prif Gwnstabl Heddlu De Cymru



Chief Constable Gwent Police

Keith Turner OStJ, QPM



In 2000, I, on behalf of a Home Office approved consultancy conducted a Community and Race Relations Audit of Gwent Police. The results of that research were enlightening. We chose not to hide behind statistics or reasons for our disappointing performance in the diversity arena, but to face the problem head on and take positive action.

The result was a project throughout the force called Unity to raise awareness of diversity issues and to help people recognise and value difference. We publicly launched the Unity Project on 26 July 2001 and reaffirmed our commitment to it on 12 February 2002. The force also accepted the Commission for Racial Equality's Corporate Challenge with the same vigour that I personally accepted the Leadership Challenge.

I am delighted with the progress that Gwent Police has made since that time and to support this conference. In the relatively short timeframe since the launch of Unity, we have formed a Gwent Black Police Association, Gwent Women Police Association, we have a disability network and are in the process of establishing a Gay Support network. Our Race Relations Amendment Act Scheme was prepared by 31 May 2002 and we appointed a dedicated Diversity Officer in January 2003.

After the successful completion and evaluation of Phase I of our Diversity training, Stage II is underway. It is being delivered in accordance with the recommendations in the HMIC Diversity Matters Report (2003), and the Stephen Lawrence Inquiry (1999). We are taking positive action to manage the reporting and recording of hate crime, we work closely with multi-agency groups and have encouraged secondments to these groups and our work with young people has a dedicated diversity module.

Every officer that sees me for promotion is reminded of his or her duty to police our communities without fear or favour and of the right of every one of our citizens to be treated fairly and appropriately.

In 2002, we won the Services Award for our Unity Project from the Black Voluntary Network Organisations Wales. I therefore believe that we have introduced firm foundations upon which Gwent Police will build to ensure that we reflect and properly police our confident multicultural communities. And in so doing, we will truly make a difference.

Keith Turner OStJ, QPM
Chief Constable Gwent Police

think small, walk *tall*

CONSTABLES & SERGEANTS

We may not be one of the biggest police authorities around but we are certainly one of the top performers - progressive, fast-moving and always among the first to adopt new thinking and initiatives. We also have an enviable record when it comes to community relations.

We operate in one of the most diverse counties you can find in one of the most compact geographical areas, offering a challenging mix of urban and rural policing. Right now, we have a range of opportunities available at both Constable and Sergeant level throughout the county and especially in the main urban centre of Luton:

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Bedfordshire has generous SPP payments, on top of the £1,000 living allowance for Bedfordshire (south eastern regional allowance for post 94 officers). We also have a structured in-house training programme to support constables and sergeants through Part I and II OSPRE and 12 month on-the-job assessments for sergeants who have gained their OSPRE exams - with no formal boards to pass other than your transferee interview.

Other benefits include the Busy Bee ChildCare Voucher Scheme, support for part-time working and an established Optima HealthCare Scheme to get injured officers back to work quickly.

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Prif Gwnstabl Heddlu Gwent

Keith Turner OStJ, QPM

Yn 2000, cynhaliodd Ionann, ymgynghoriaeth a gymeradwywyd gan y Swyddfa Gartref, Archwiliad o Gymuned a Chysylltiadau Hiliol Heddlu Gwent. Roedd canlyniadau'r ymchwiliad hwnnw yn dweud llawer wrthym. Bu i ni ddewis peidio â chuddio y tu ôl i ystadegau neu resymau am ein perfformiad siomedig yn yr arena amrywiaeth, ond yn hytrach wynebu'r problemau yn uniongyrchol a gweithredu'n gadarnhaol.

Y canlyniad oedd prosiect drwy bob rhan o'r llw o'r enw 'Undod' i godi ymwybyddiaeth o faterion yn ymwneud ag amrywiaeth ac i helpu pobl i adnabod a gwerthfawrogi gwahaniaeth. Bu i ni lansio prosiect Undod yn gyhoeddus ar 26 Gorffennaf 2001 a chadarnhau ein hymrwymiad iddo ar 12 Chwefror 2002. Bu i'r llw hefyd derbyn Her Gorfforaethol y Comisiwn Cydraddoldeb Hiliol gyda'r un egni ag y bu i mi yn bersonol dderbyn yr Her Arweinyddiaeth.

Rwy'n hynod o falch o'r cynnydd y mae Heddlu Gwent wedi ei wneud ers hynny, ac i gefnogi'r gynhadledd hon. Yn y cyfnod cymharol fyr ers lansio Undod, rydym wedi ffurfio Cymdeithas Heddlu Du Gwent, Cymdeithas Heddlu Merched Gwent, mae gennym rwydwaith anabledd ac rydym yn y broses o sefydlu rhwydwaith Cymorth i Hoywon. Paratowyd ein Cynllun ar gyfer y Ddeddf Diwygio Cysylltiadau Hiliol erbyn 31 Mai 2002 a bu i ni benodi Swyddog Amrywiaeth penodol yn Ionawr 2003.

Ar ôl cwblhau a gwerthuso Cam 1 ein hyfforddiant Amrywiaeth yn llwyddiannus, mae Cam 2 ar y gweill. Fe'i cyflwynir yn unol ag argymhellion adroddiad 'Diversity Matters' HMIC (2003), ac Ymchwiliad Stephen Lawrence (1999). Rydym yn gweithredu'n gadarnhaol i reoli sut yr adroddir am a sut y cofnodir troseddau casineb, rydym yn gweithio'n agos gyda grwpiau aml asiantaeth ac rydym wedi annog seondidiadau i'r grwpiau hyn ac mae gan ein gwaith gyda phobl ifanc fodiwl amrywiaeth arbennig.

Caiff pob swyddog sy'n fy ngweld am ddychafiad ei atgoffa o'i (d)dyletswydd ef neu hi i blismona ein cymunedau heb ofn na ffafr ac am hawl pob un o'n dinasyddion i gael ei drin yn deg ac yn briodol.

Yn 2002, bu i ni ennill y Wobr Gwasanaethau am ein Prosiect Undod oddi wrth Gyrrff Rhwydwaith Gwirfoddol Du Cymru. Credaf felly ein bod wedi cyflwyno sylfeini cadarn y bydd Heddlu Gwent yn adeiladu arnynt i sicrhau ein bod yn adlewyrchu ac yn plismona ein cymunedau aml-ddiwyllynnol hyderus. Ac wrth wneud hynny, byddwn yn gwneud gwahaniaeth go iawn.

Keith Turner OStJ, QPM

Prif Gwnstabl Heddlu Gwent



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Chair - South Wales and Dyfed Powys BPA

Chief Superintendent David Morris BA(Hons)

On behalf of all members from the South Wales and Dyfed Powys Black Police Association (SWP & DP BPA) can I welcome delegates to this year's NBPA Conference and AGM in Cardiff. As you are aware the theme for the conference this year is 'BPAs Making a Difference', but why is it important to make that difference?

Often I am asked why does the Police Service need a Black Police Association. My response is that policing is about delivering a service to all diverse communities based on need. To undertake this task, policing must be delivered by people who reflect these communities. To attract into policing the 'best' from these diverse communities there must be structures in place which ensure racism whether overt or covert, deliberate or institutional is challenged. Black and minority ethnic staff need to be supported when they join the Service and as they progress in their chosen careers. It is essential that the minority communities see that there is no 'black glass ceiling' either for promotion or within any specialist field. The Police Service must be seen as a career worth doing.

The NBPA at national level and the BPAs locally have challenged the stereotypes, the institutional racism and the 'glass ceiling'. They have provided the support structures through mentoring programmes, leadership

training and working closely with individual forces, ACPO and the Home Office. However, it must always be remembered that the NBPA and the local BPAs exist to provide a support network to individual members and to develop racial harmony in the Service so that delivery to all communities within England and Wales is of the highest standard. The NBPA can and has made a difference however it cannot rest on its laurels, it must continue to strive to challenge racism, support the individual and progress equality policing.

In closing I would like to take this opportunity on behalf of the SWP & DP BPA to thank Sir Anthony Burden for all his support over the last six years. He has encouraged the development of the Association and the active involvement of all members. The fact that this Conference is being hosted within South Wales Police is a testament to his commitment to progressing racial equality within policing and providing a quality service to the public, especially the minority communities.



Chief Supt. David Morris BA(Hons)

Chair - South Wales and Dyfed Powys BPA



THERE'S ONE THING STOPPING TARIQ BECOMING A POLICE OFFICER.

HIS PERCEPTIONS.

Unfortunately, some people still have opinions on who should and shouldn't be a police officer and these opinions are preventing people from finding out what it's really like within a modern police force. At Hertfordshire Constabulary, we're doing all that we can to change this. We're committed to creating a safer county for the people of Hertfordshire and believe it's important to have a force that reflects the diverse nature of the communities we serve.

We have a unique culture unified by a genuine feeling of teamwork, and our officers enjoy close working relationships with the local community. But we're not resting on our laurels. We recognise that there is still a lot to be done to change perceptions of the police and that's why we actively support the work of the National Black Police Association.

For more information about our current opportunities, visit www.herts-recruitment.police.uk



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Welcoming Diversity



NBPA Vice President's (Corporate) Report

Capt. Clive Morris

During the last 12 months of our tenure, we have continued to experience many difficult challenges which tested our resolve and tolerance to cope, these were met with respect and dignity considering the challenges that we were encountering, nevertheless we did not take our eye off the ball from our Aims and Objectives in supporting our members.

Since our last report there has been some small visual and tangible changes which you will identify within the report. Its quite apparent that we are progressing steadily towards the next level, the evidence of this can be measured by the number of national and international board, committees and policy groups within the Criminal Justice System that value our input.

We now have 40 constituted BPAs and in order to keep the momentum and success going it will need our members' continued commitment to our Aims and Objectives, and a demonstrated willingness to take a more proactive role in its progression.

Programme of Action

Charitable Status
Special Legal Advisers/technical support
Local BPAs
Race Equality Schemes
Personal Insurance Database
Working with other Organisations fighting discrimination
NBPA Posters and Leaflets
Finance

Charitable Status

We continue to enjoy this status, we have sought and gained permission from the Charity Commission for an agreement for BPAs, who are not a Registered Charity, to utilise the NBPA Charity Document to raise ready money for future benefits as they see fit; the detailed process of this can be obtained from the National office.

Special Legal Advisers/Technical Support

Guy Williams was called to the Bar and has recently joined the above team, this was very much welcome because our workload in this area has increased tenfold.

Race Equality Schemes

Since our last report the BPAs have been very active in the formation and the subsequent monitoring of the schemes. This year's Holly Royde conference topic was Leadership and Race Equality in the Police Service held in Nottingham. The main speakers were Professor Bill Guillory from the USA a very well known author in the Leadership field and Robert Pruitt again from the USA NBPA with facilitators from the NBPA, many challenging issues were discussed.

During the last year we have extended our membership to 40, the latest being Sussex and Warwickshire with Norfolk indicating a date soon. The remaining 6 forces are in the process of local negotiations and awareness programmes have been carried out. Northern Ireland is in the advance process of this formation.

Finance

Our financial submission to the Home Office Grant in Aid for the next 12 months funding was not very successful as we envisaged, so we continue to operate under very tight restriction in the service we can provide to our members.

During this time we continue to seek financial independence, and to this end we have recently identified and conditionally agreed with Carter Haynes Publishing company an income-generating opportunity, which will lead to a provision where upon the NBPA, will soon be provided with publications free from cost.

It is envisaged that the potential gains will in turn be passed on to local BPAs as an income-generating break, contracts for this venture are now completed and production is imminent.

We continue to consult and meet with the various Home Office departments dealing with Criminal Justice and other issues i.e. ACPO, APA, PSA, the Federation and UNISON, as well as other influential bodies.

Capt. Clive Morris
NBPA Vice President (Corporate)





NBPA Vice President's (Support) Report

Patricia McLeod



Gender Agenda

I am very proud and pleased to say that a very long and overdue 'National Black Police Association Women's Group' has been set up. I chair the group and Andrea Parris from City of London Police is the deputy Chair. The group was set up as a result of issues from the Women in the Shade conference held in 2001. There are currently 32 Black and Ethnic Minority (BME) women on the group, representing support and police officers from Police Constabularies nationally. The Aims and Objectives are in the final stages of being written. The NBPA Women's Group would welcome any (BME) women onto the group, who do not have to be part of a BPA.

The NBPA Women's Group is researching an initiative 'Barriers (BME) women face within the police service nationally'. The Home Office has funded this initiative. Dr Nirmla Puwar a Senior Lecturer from the University College of Northampton is, in conjunction with a sub-group from the NBPA Women's Group, researching and will produce their findings. There will be a workshop on 'Barriers (BME) women face in the police service nationally' at the NBPA AGM, where the findings will be presented.

The NBPA Women's Group will be launched at the next AGM in 2004. A sub-group has been set up to organise this, which is being co-ordinated by Andrea Parris. Jenny Deere the Head of Centre, Bramshill has

offered to assist in the launch of the NBPA Women's Group. Volunteers who would like to assist the 'Barriers Project' or the Launch group please forward details to patricia.mcleod@nationalbpa.com

For the forthcoming year, I would like the group to work closely with the NBPA, all BPAs, other women's associations like British Association of Women Police, City of London and MET Black Police Association Women's Forum and any other agencies. I would like to see more females volunteering for the Cabinet positions and taking part in initiatives.

National Support Network

Then NBPA has 28 trained First Contact Support Advisers from last year. The National Support Network (NSN) has been expanded from First Contact Advisers to Competent Lay Supporters. This year there has been members trained from British Transport Police and National Crime Squad. I would like to see for the forthcoming year Competent Lay Supporters representing every constabulary. I will also be organising a First Contact Support seminar in 2004, date to be advised.

In May this year statistical data was obtained on how many First Contact Support cases were being dealt with nationally. Out of all the BPAs contacted, 22 responded, the result was as follows:



Cases

Employment Tribunals

9 Racial Discrimination	6
14 Welfare	1
4 Verbal Abuse	
1 Dismissal	
1 Grievance	
1 Sex Discrimination	
14 Discipline	
1 Unfairness	

Family Liaison Officers (FLOs)

The NBPA has established how many black and minority ethnic (BME) police officers are trained as Family Liaison Officers. Recommendations 23 through to 28 of the Stephen Lawrence Inquiry report specifically cover the need for such an important role.

The NBPA wishes to encourage more of its members up and down the country to put themselves forward to be considered for such roles.

Letters were sent out (Oct 02) to every police force around the country of which 32 responded. I very much appreciated the time and effort spent in gathering and forwarding the information to me. I have compiled a list of BME Family Liaison Officers and a total number of all Family Liaison Officers trained nationally. (Details follow this report.)

Looking at the information received, BME Family Liaison Officers are under-represented nationally. We need to work together, continue to build community confidence and have enough BME Family Liaison Officers to represent each force area. There are only one or two constabularies, who have an excellent representation and a majority very poor. It is also a known fact that some FLOs are not being used at all and other FLOs are being used more regularly, which means some will get more skills and experience than others. Details of any good practice and initiatives in your force area would be welcomed.

I wish to thank the Cabinet Members and the National Executive Cabinet for their contributions on the NBPA. I also wish to thank the women on the NBPA Women's Group for their contributions and especially, Jenny Deere (Centrex), Dr Nirmla Puwar (University College of Northampton), Andrea Parris, Hanny Liu, Kulvinder Rai, Jabina Yusaf, Fay Wilson, Jane Lam. This year has been very busy and demanding, especially as I am fully operational.

Patricia McLeod

NBPA Vice President (Support)

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BME FLOs

Training Chart (data collected October 2002)

Force Area	BME FLOs	Traffic FLOs / FLOs	Total FLOs
Bedfordshire Police, Headquarters	1 (Female Asian Origin)	10	11
Cambridge Constabulary	2	39	41
Cheshire Constabulary	2	47 (32) Active	49
City of London	1	10	11
Cleveland Constabulary	1	25	26
Cumbria Constabulary	1	11	12
Devon & Cornwall Constabulary	Nil	2 Traffic Coordinators 21 Traffic 1 FLO Coordinator 39	63
Durham Constabulary	Nil	34	34
Essex Police	2 (non-traffic)	30 Traffic 84	116
Greater Manchester Police	4	51	55
Hampshire Constabulary	Nil	32	32
Heddlu Dyfed-Powys Police	Nil	16 Traffic 21	37
Heddlu Gwent Police	2	26	28
Humberside Police	Nil	34 Traffic 22	56
Lancashire Constabulary	4		
Lincolnshire Police	1	34	35
Merseyside Police	2	66 30 (unknown ethnicity) 12 external agencies	110
Metropolitan Police Service	75	664	739
Norfolk Constabulary	1	37	38
Northamptonshire Police	2	18	20
Northumbria Police	Nil	77	77
North Wales Police	Nil	34	34
North Yorkshire Police	Nil	38	38
Nottinghamshire Police	11	18	29
South Wales Police	Nil	42	42
Staffordshire Police	6	45	51
Suffolk Police	Nil		
Surrey Police	1	19	20
Sussex Police	Nil	92	92
Thames Valley Police	Nil	22	22
West Yorkshire Police	12	198	210
Wiltshire Constabulary	Nil	45	45



NBPA Acknowledgements

NBPA President - Ravi Chand QPM

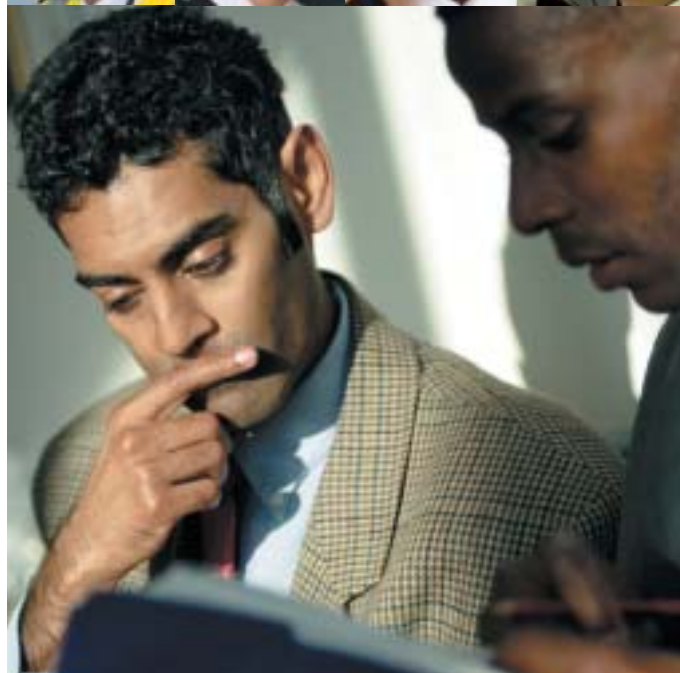
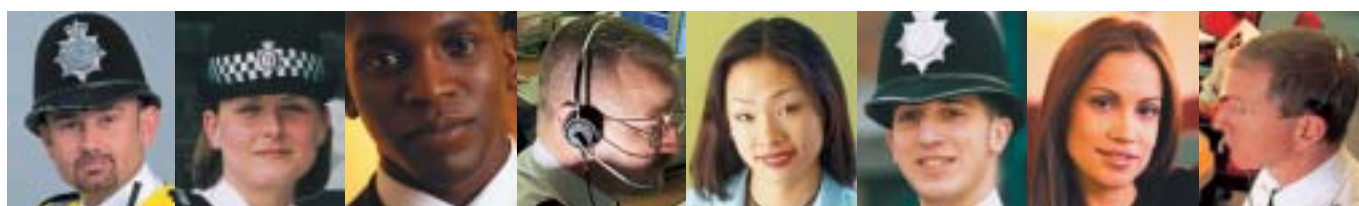
The NBPA would like to extend their warmest thanks to Marcia Gittens of South Wales Police for organising this year's conference and AGM in Cardiff. We would also like to thank the following forces, without whom the 'BPAs Making a Difference' conference could not have been a

success: South Wales Police, North Wales Police, Dyfed Powys Police, Gwent Police and their respective authorities.

Ravi Chand QPM
NBPA President



Marcia Gittens
South Wales Police



your career in our community

'I feel I really belong'

At Sussex Police we are actively recruiting high calibre police officers to help us tackle crime and make a difference to people's lives in Sussex.

We want our police officers to reflect the diversity of the community we serve and therefore we would especially welcome applicants from black and minority ethnic communities.

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Vice-Chairman Sajid Moghal said: "I have seen the BPA grow from a small stand-alone association into an integral part of every day life at the NCS. A lot of work has gone into developing the BPA as a core resource group providing advice, guidance and support to both staff and operations."

We used to have to approach people and sell the benefits of the BPA - now they come to us and ask how we can help. We have enabled the organisation to embrace and utilise the range of skills and experience of BPA members and I look forward to our continued success and encourage participation of the BPA in all Police work".

The BPA: Serious and organised

The National Crime Squad, which combats serious and organised crime, is pleased to be able to support the Black Police Association at its 4th AGM in Cardiff.

The BPA is an extremely active group in the National Crime Squad, offering its expert input into everything from training to operational strategies.

The BPA, which is supported and financially sponsored by the National Crime Squad, also runs a new lay support scheme as part of its commitment to helping to create a truly welcoming and diverse environment for all staff to work in.

For further information about the National Crime Squad BPA please call Co-ordinator, Kate Walder on 020 7238 1889, or talk to staff at the stand.

The National Crime Squad is totally committed to the principles of equality and diversity, and welcomes applications from all sections of the community.

Opportunities are being offered for Police staff posts and Police Officers of Inspector rank and above can now transfer on a permanent basis.

For details of career opportunities visit www.ncsrecruitment.co.uk or call 0117 372 0045.



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As one of the largest, most progressive forces in the country, we offer outstanding opportunities to undertake the full range of policing experiences. Our commitment to training and development means that in the last 12 months alone we have promoted 10 individuals to Chief Superintendent, 9 to Superintendent, 9 to Chief Inspector, 39 to Inspector and 102 to Sergeant. We also have the highest percentage of women and minority ethnic officers of any force in the country.

But whatever level you join us, and whatever your ambitions, you'll find that we operate an innovative style of policing across an incredible diversity of urban and rural areas. You'll also be pleased to know that we're a very family-friendly force, and offer a range of policies to reflect this, including childcare vouchers and career break schemes. What's more, because we believe in getting the work-life balance right, all roles are eligible for part-time hours.

If you want more from your career - find out more by calling our Employee Resourcing Section on 0121 626 5207 quoting ref: NBPA or by visiting our website: www.west-midlands.police.uk/recruitment

West Midlands Police has a positive equal opportunities policy to ensure that all applicants are treated fairly. We particularly welcome applications from members of minority ethnic communities and women who are under represented in West Midlands Police.



NBPA General Secretary's Report

Ray Powell

The previous twelve months have been both challenging and fruitful for the National Black Police Association. We continue to be consulted on matters that not only affect black staff within the Police Service but those matters that affect the black communities throughout the UK. The demand on the Cabinet continues to be consistently high, however thanks to the goodwill and support of friends and families we have been blessed with the strength to continue with one voice in unity.

The Cabinet would like to thank the National Coordinator, David McFarlane for his hard work, selflessness and support that he has given throughout the two years of this present term. We would also like to acknowledge the hard work and commitment of previous Cabinet Members in particular Ruwan Uduwage-Perera, the previous General Secretary.

Personal leadership Programme

The Personal Leadership Programme designed by Penny Ferguson Ltd is a national incentive, instigated by the National Black Police Association, and that is now being taken forward in partnership with CENTREX and sponsored by the Home Office.

The programme is not designed for, but is aimed at visible Black and Minority Ethnic Police Staff, throughout the UK and supports the Government's Dismantling Barriers Action Plan, addressing issues around retention and progression of black staff within the service. Aims and objectives of the Programme can be found within the packs accompanying this report.

The Programme is a three day workshop, where individuals work together in order to identify barriers and obstacles both perceived and real, that may be a block to individual growth and development. Once these barriers have been identified, the programme works on raising the individual's self-awareness and subsequently the level of thinking in such a way that the individual fully

realises the resources within themselves, to bring about positive and lasting change.

The Personal Leadership Programme (PLP) is now up and running and being rolled out nationally by CENTREX, in partnership with the NBPA. To date, in the region of three hundred black staff throughout the country have received, and benefited from taking part in the programme. The results have been both significant and impactful, not only upon the individual but the police service as a whole. As a PLP trainer I have witnessed individuals grow with reports of real changes. Resulting in increased confidence to challenge, and move forward, both personally and professionally.

The programme is available to all black staff within the Police Service at no cost to the individual force, apart from travelling expenses. The take up of the programme is increasing with many Forces having confirmed dates for in-house courses. For those Forces that do not have the facilities in-house to cater for the programme, or the numbers of Black and Minority Ethnic Staff, then there is the option of amalgamation.

For the financial year 2003/2004 there will be 1200 places catered for on the PLP:

As the NBPA lead in respect of the PLP over the last eighteen months and as a PLP trainer, I believe that the programme will be a catalyst for change for many black staff throughout the UK and that this change will impact upon the way the Police Service will view what leadership truly means.

I would like you as an individual taking part in this our 2003 Conference and AGM, to take away two quotes that I feel echoes the ethos of the PLP:

'The mark of an outstanding leader is not just about how good a leader you are, but how many leaders you develop.'

'Be the change you want to see.'





Partnerships

Links between ourselves and other black support organisations, staff associations, unions, and other government bodies have continued to develop. Resulting in a better understanding and a cohesive approach to issues that have, or may have an impact upon the Police Service, and its ability to deliver a fair and equitable service to its staff and/or the public.

The past two years have seen a greater closer working relationship with the Police Federation in respect of Legal Protocols, and their impact upon our members. The level of understanding between our two organisations is such that we are now able to engage in open dialogue in respect of certain cases and participate in the Federation's decision making process. This has led to a number of decisions being reviewed to the benefit of our members. It is however understood that there is still a significant amount of progress to be made, especially in respect of the Joint Branch Boards.

The NBPA continue to work closely with CENTREX (previously National Police Training). For the past four years we have provided various levels of input into the Strategic Command Course. Acknowledgment of the success of the NBPA input has been shown by way of further invitations to members to re-visit CENTREX. And invitations to members to visit the student's home forces. We continue to provide an NBPA input on a number of key courses throughout CENTREX.

One of the areas for development within the NBPA over the past two years has been in respect of Support Staff and our acknowledgment of their particular needs when it comes to support. In order to enhance this, the NBPA in partnership with UNISON have agreed a Memorandum of Understanding between our two organisations. The Memorandum outlines our joint aims and objectives and our individual roles and functions so that our members get the best possible support and representation.

These are just a few examples of how we continue to progress partnership issues, we will continue to consult and assist other black support networks around the country and be a change advocate for the black communities we are a part of.

Communication

Communications is a standing item on the agenda for the NBPA, it is a critical part of the foundation upon which the success of the NBPA hinges.

Over the last two years we have seen the

appointment of a permanent Office Secretary and Personal Assistant to the Presidents, Jean Williams. I would like to take this opportunity to thank Jean for her support and assistance. Jean's permanent presence in the office continues to facilitate the flow of information to our members and associates with consistency.

The NBPA website is continually expanding to give our members the opportunity to contribute to the growth and development of the NBPA. On the site can be found, NBPA Policy, diary of forthcoming events, and press releases amongst other things. The website also gives direct access to the NBPA Members Forum, where members can contribute to debates and policies that affect black staff within the Police Service and the wider communities. Taking an active part in the forum ensures that the concerns of our members are reflected by the cabinet at the appropriate forum.

The NBPA appreciates that it is essential that some information is communicated to the NBPA Executive as soon as possible, in order to ensure a corporate response to important issues that have an impact upon both our members and communities. We have therefore taken into use global text messaging, where messages can be sent to the whole of the Executive at the press of a button.

For the NBPA to continue its successful function, it is essential that our members continue to provide constructive and effective feedback, this will in turn encourage openness and transparency of all the functions involved in all decision making processes that drive the NBPA.

Summary

This is the conclusion of my 4th year with the NBPA, and I feel fortunate to have played an integral part in its development to date. Success means commitment, not only from the individual but the individual's family, friends and colleagues. This and the previous Executive Committee have worked hard to establish the NBPA as a Key Strategic Partner to the Police Service, and as a first port of call for our colleagues who are being victimised and as a result of which are suffering. The NBPA will continue to grow and flourish with the next generation and the continued wisdom and guidance of the previous.

Ray Powell
NBPA General Secretary



Training and Development Report

Raham Khan

I am pleased to announce that there are some exciting times ahead. The Probationer Training Action Group have been discussing various reforms that will change the Probationer Training in the very near future. Some aspects of the new training will be made available locally, therefore making it accessible to those that were unable or reluctant to be away from their families for 15 weeks travelling to various training centres.

For more information on the possible changes please see article in the Police Review dated 18th April 03 - pages 18 & 19.

The Home Office had set various targets in 1999 concerning the Recruitment, Retention and Progression of visible minority ethnic (v.m.e) staff. The targets referred to both Police and Support staff.

I feel that the majority of Forces took positive steps with regards to the Recruitment but failed to address the important issues relating to the Retention and Progression of v.m.e. staff.

More must be done now and not in 2009 to encourage and motivate v.m.e. staff to be appointed into the Police Service. This support must continue throughout for the v.m.e. staff to be progressed/promoted within the organisation.

I would also like to urge members to appraise themselves of the new High Potential Development Scheme (HPDS) and encourage applications.

I am further pleased to report that hopefully things will change for the better with the introduction of work furthering the 'Dismantling Barriers' document. This new booklet will give practical tactical options, identifying some good practices being carried out by some of the Forces. It also looks equally at the Recruitment, Retention and Progression of v.m.e. staff.

Some of the Cabinet members are now trained assessors in the new Diversity Excellence Model. They will visit organisations and assess them against various criteria where requests will be made for supporting evidence of both strengths and weaknesses.

I hope that I maybe in a position to report further on this topic at the AGM in Cardiff.

Cabinet members have also received training with regards to the charitable status of the NBPA. The training was provided by an organisation called C.E.M.V.O. who provide a wide range of training courses for members. Although their Head Office is based in Stratford, London, they do however have Regional Offices to facilitate training. Please see their website (www.emf-cemvo.co.uk) or contact Clive Morris at the NBPA for information on the courses available.

Finally a reminder to all members about the importance of the Race Relations Amendment Act 2000. This is an important enforcement tool as it specifically relates to the employment and training of minority ethnic staff.

Please take every opportunity to ask Force Command Teams, Divisional Commanders and Heads of Departments specific questions about what they have done in relation to:

- (a) Eliminating unlawful racial discrimination
- (b) Promoting equality of opportunity, and
- (c) Promoting good race relations between people of different racial groups.

Raham Khan
NBPA Training and Development Officer





Financial Report

Wendall Henry



It is again that time of year when we look back and judge how well we have conducted our business over the last twelve months.

The NBPA (UK) over the last four years have achieved a lot for an organisation that officially launched in 1999. At the time of launch, 28 forces had BPAs, today that number is 40. This budget assists each member to attend meetings etc., in line with our business objectives.

Members of the NBPA permanently sit on a number of high-level committees advising the Government, ACPO, PSSO and the Police Federation.

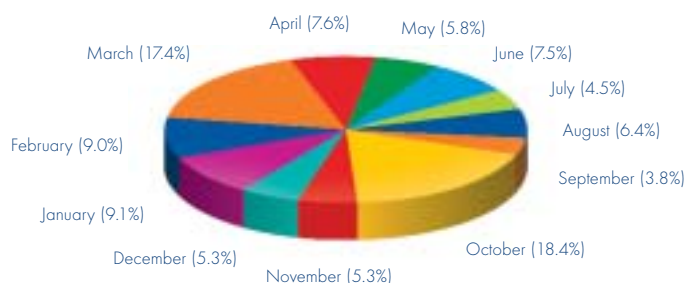
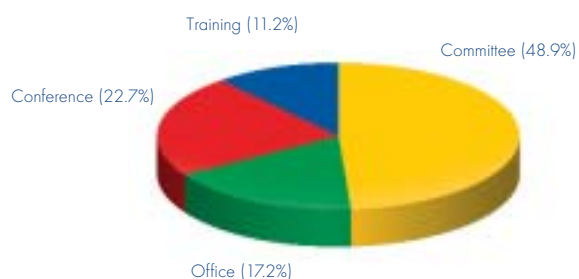
Four years ago the attrition rate for black officers from the police service of England and Wales was higher than 80%, today it is more like 60%. More black officers

than ever are being promoted and black officers are now willing to challenge.

NBPA members are working with most of the Police Forces in the UK advising on recruitment, retention, progression and community relations. We advise on Occupational Standards in the areas of Race and Diversity and are seen as respected consultants on issues of race and policing, nationally and internationally.

The NBPA work with Centrex to implement new training methods and act as mediator to avoid costly and damaging industrial tribunal within the police. As an organisation with four years experience, we have come a long way.

NBPA Budget Spending





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*Subject to status - please call for more information.

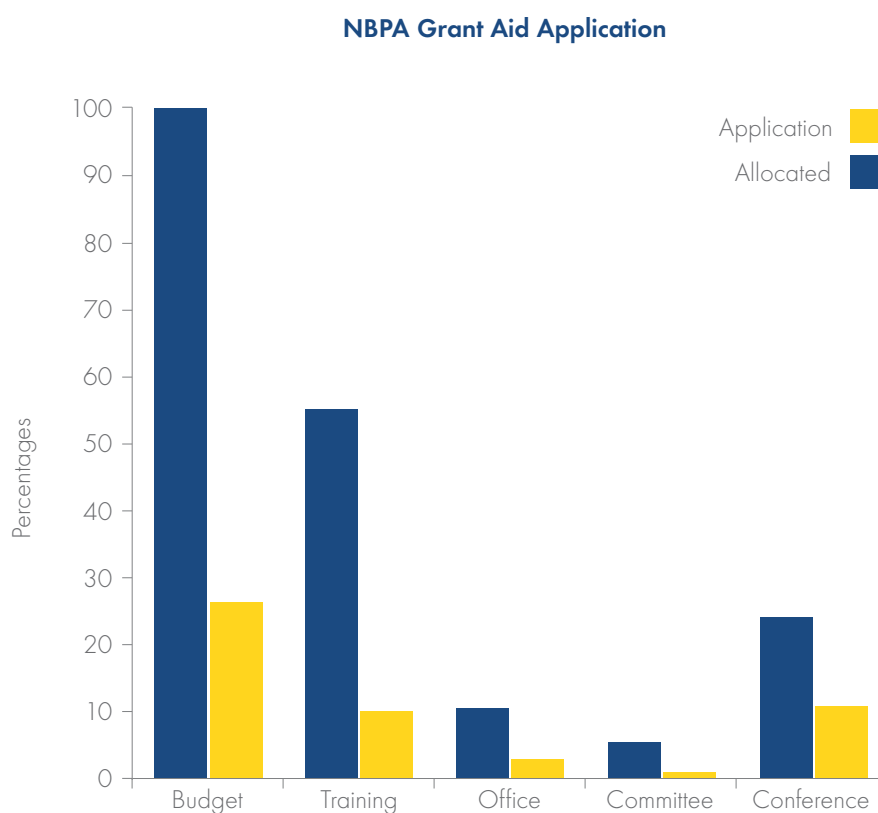




NBPA Budget Allocation

Since its inception the Home Office has financially supported the NBPA and the budget for 2003/4 has been increased by 2.5% of 2002/3 allocation. This year's grant in aid allocation is 27.6% of the application made.

The following illustrates the application and the areas of allocation:



Over the next five years, this organisation will have to adapt to reach the ever-increasing demand that comes with success.

Financial independence must be achieved if we are to survive. Sponsorships must be developed, the difficult issues of memberships fees must be discussed, and the marketing development and sale of the skills we have developed and exhibited over the last four years must now show financial rewards. The skill of present and past members should be put to use when called upon to act as consultants for a fee and our association with

educational institutions should show dividends.

As more members approach the organisation for support we will need to be financially independent.

Our appreciation to South Wales Police for funding this year's Conference & AGM and supporting Marcia Gittens to assist with all financial issues during the year.

Wendall Henry
NBPA Treasurer

MPA

Metropolitan Police Authority



The MPA recognises the valuable contribution made by the National Black Police Association in championing and promoting equality and diversity issues in the British police

The Authority is actively working with the Metropolitan Police and its partners to make the service reflective of London's diverse communities

The advice and input of the Metropolitan Black Police Association is vital and greatly appreciated

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**HEDDLU
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National Coordinator's Report

David McFarlane



It is difficult to know where you are going, if you do not know where you are coming from. One of the world's most famous persons, namely Marcus Mosiah Garvey stated, "People without a history is like tree without a root". Brothers and Sisters, it is time to wake up to the reality that things are not what they appear to be. It does not give me any pleasure to have discovered how little we as people of colour, know about our heritage and how the events in times past are still affecting the way we think and act. By now you must be wondering whether the author has taken leave of his senses. I can assure you all, that I am very much conscious of the times we are living in. As the coordinator, part of my role is to visit force areas which do not have a support association and those that have, but require assistance to do so. Also to attend on behalf of the executive to give presentations and deliver speeches. On many occasions I am asked to field questions, which I am delighted to do.

What has become quite apparent, is how little our white colleagues are aware of how deep-rooted the discrimination is against people of colour in the service and the wider community and the lack of knowledge of our people and the effect racism is having on mentality and general well-being. Yes we are making progress, but at this rate we will certainly be regressing towards deleting our history from the record books. In my opinion, we are living in denial and are too willing to acquiesce to the norms and values of the dominant ethnic groups in the United Kingdom. We as people of colour should be proud of our ancestors' achievement and the influence we are still having on the contemporary world today. But we can only attain and maintain this understanding if we

are prepared to stand up for our rights by refusing to be bullied and get back in to those history books and find out what really happened. The propagating of history as if the Greeks invented it and that West had brought civilisation to the shores of the east must be challenge at all cost and the truth established. Whilst I am not advocating that we should ignore the contributions that all ethnic groups have made, it is essential that we re-educate ourselves for a better understanding and renewal of our minds.

You may ask what has this got to do with anything. Some may say it is about time we stop harping on about the past and accept that we live in a world where the power base will not change. Moreover, those who have such strong hold will not give it up and why bother to attempt to change the status quo. My answer is simply, do nothing and our children may be taken into servitude and slavery once again. This may sound like the ranting of a mad man, but as I feel the hurt from my colleagues who are trying to be as professional and loyal to the service, it is difficult to maintain my patience. We have proven over and over again that we are not only educated and intelligent enough to bring the police service into the twenty-first century, but without our perspective it is impossible to police a multi-racial society. I deliberately did not say multi-cultural, as in my opinion we are still living in a mono-cultural society and I challenge anyone to prove to me otherwise.

In continuing the push for change, my visits and discussions with colleagues around the UK have been unrelentless to proceed with the change for the better. I look forward to our colleagues in Scotland getting



established and affiliated to us, which will complete the support of all our staff of colour in the United Kingdom. In order not to name and shame forces, there are still a few without any formal structures. This still concerns me, as the needs still exist. The fact that there is a small number of staff of colour should not be an inhibiting factor. The impression seems to be that an association is only useful if staffs are facing difficulties. This concept should be avoided and as the saying goes "Prevention is better than cure". I also emphasise to male colleagues that we should do more to encourage our women colleagues to come to the fore. This resonates with me, as we examine the issues we often forget the triple jeopardy that they face and that the emphasis is on the black males. Chief officers and their senior management teams should have systems in place to keep the topic on the agenda. We in the police service must get out of the habit of being reactionaries, but visionaries. The needs of all communities must be anticipated as a shift in emphasis, whether politically, socially or economically produces different responses. If the police service had prepared itself, it would not have the issues of recruiting during the 1950s and 1960s, when immigration was necessary to this country, in order to mobilise it's economy after the war.

If the police service wishes to progress in the right and just way we do business, I would boldly suggest that it begin the process of changing the culture. This cannot be achieved by fancy glossy documents and more lessons to be learnt from our mistakes. We should stop prevaricating on the issues of appeal tribunals and stop allowing the lawyers to dictate our agenda. The

community are fed up of our exposés of how things are changing whilst the reality is to the contrary. In the British Isles, we shy away from the notion of affirmative action, which confuses me, as this has been the preserve of our Caucasian neighbours. Now that we have woken up and began to ask for our share of humanity, that is fair and just rights, we are seen as parasites and complainers. It is to the services' shame that since the first person of colour joined the organisation as far back as 1837 we still do not have a Chief constable of colour in charge of his or her force and no women of colour in the in the chief officers rank.

The creation of these support associations was done at the sacrifice of many individuals, retired, dismissed and serving, who are deserving of better treatment for their efforts and continued loyalty to maintain law and order. It would go some way for our staff to be appreciated, whether by commendations and or royal recognition, for the extra work they do on a daily basis, which sometimes goes without mention. I want to give God thanks for the knowledge I am gaining, as a result of some very strong encouragement from colleagues and members of the communities outside the service. Knowing more of my true heritage and being very proud of my people, has made me a stronger and more determined individual. Whatever you do in life, seek peace and truth.

David McFarlane
NBPA National Coordinator



Legal Sub-Committee Report

Dr Ali Dizaei



This year has proved to be yet another busy year for the legal sub-committee. Demand for legal advice amongst black colleagues increased by 35% from last year. The Association continued to provide assistance to potential claimants as well as support to those who have already issued proceedings against their forces. 95% of those who sought initial advice to pursue a claim for race discrimination had not considered themselves "members" of the NBPA prior to their ordeal. This has a significant bearing on what is the total membership of the NBPA. The common thread which runs through those who seek legal advice for the first time is that they had not thought of the NBPA until they had found themselves in need of guidance.

Last year has also seen overwhelming evidence of black officers being prosecuted for criminal matters. The Association provided advice to three junior officers in criminal matters, two of whom were found not guilty in criminal courts. The role of the Crown Prosecution Service as an independent body in the cases examined by the Association has been a cause for concern. The Association is in the process of preparing a comprehensive report for the Director of Public Prosecution and the CPS Inspectorate highlighting its concerns.

The NBPA continued to recommend counsel and solicitors to many colleagues despite the constraint placed by Staff Associations to limit the choice of lawyers to those firms which are on their panel. Many claimants were accompanied in conferences with their barristers to

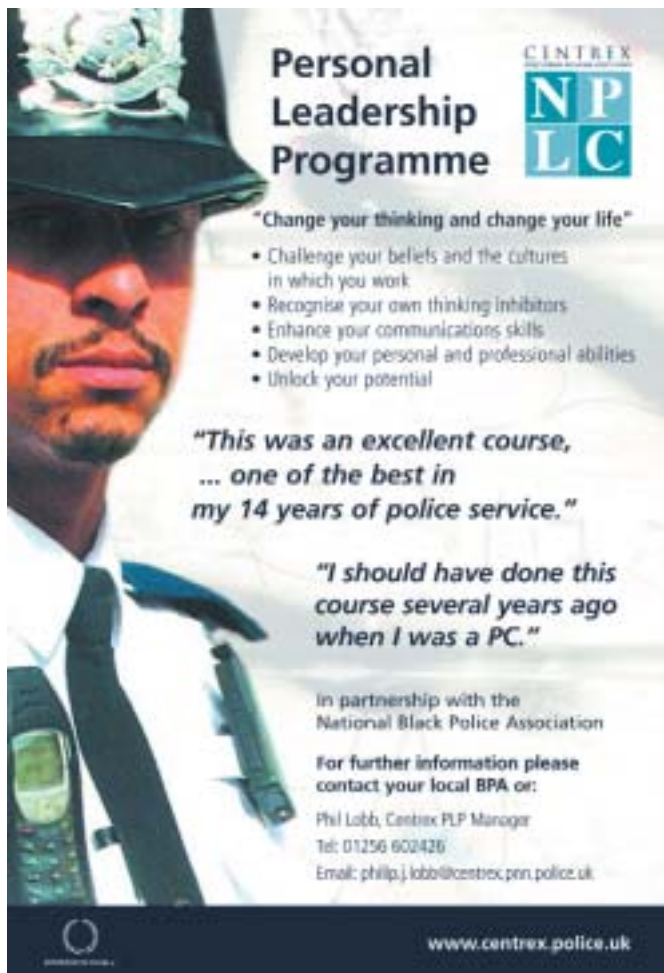
ensure they understood the advice they were given. We have also quality assured initial legal advice given to staff by firms which were not recommended by us. The legal adviser has also attended hearings at tribunals to provide support and opinion. We have also represented black officers in disciplinary tribunals with considerable success.

Networking with barristers has allowed the Association to build up a comprehensive list of chambers renowned for their proven track record in defending black staff against criminal allegations and pursuit of employment claims. We would like to particularly thank Matrix and Cloisters Chambers for providing an excellent service to our Association. Christian Khan, Rowe and Cohen and Avanti Law continue to provide valuable guidance in our quest to seek parity and fairness.

The Legal Sub-Committee will make representation to the Executive for the coming year for allocation of funding to pursue forces that discriminate against staff. Funding remains the sole reason why the Association cannot increase its activity in addressing the needs of those who seek assistance.

Colleagues are encouraged to consult their NBPA legal adviser early when considering taking action. The Legal Sub-Committee charter is simple: no problem is too small for it to provide guidance and advice.

Dr Ali Dizaei
NBPA Legal Adviser



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For further information please contact your local BPA or:

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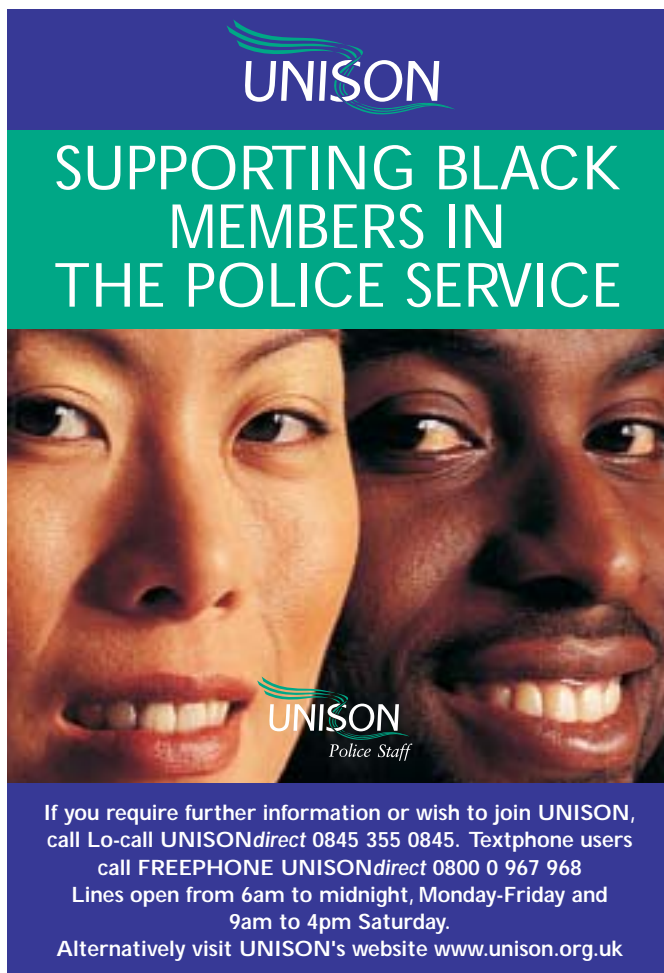
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Police Staff

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Stephen Lawrence Steering Group - Hate Crime Sub-Committee

Caroline Dugdale - Executive Member of Sussex BPA and NBPA Adviser on Race Hate



My name is Caroline Dugdale and I am a Constable of 10 years service within Sussex Police. I am involved with Sussex's Black Police Association and am in the post of General Secretary, where I look after 56 Members. I currently work within a busy CID unit and am undertaking the next National Detectives Procedure in December 2003.

Within my service in Sussex I worked 16 months on a Hate Crime Unit. There as you can imagine I was extremely busy dealing with serious domestic violence, Racist and Homophobic attacks. I would say that being the only black police officer on the unit I tended to pick up most of the race/religious attacks.

I also produced and co-ordinated a Critical Incident training weekend for senior officers within our force that was based on diversity issues.

Due to my knowledge of Hate Crime, I was approached by the National Black Police Association to sit on the Stephen Lawrence Steering Group sub-committee for Hate Crime that was formed to ensure that the Stephen Lawrence report recommendations were being enforced within Police Forces. Hand in hand with these recommendations is the recently produced HMIC Diversity Matters report. This comprehensive review, report and recommendation for the Police service across the UK, will no doubt help shape future policies in diversity. Also this influential report has undertaken some major work to fulfil the Lawrence report. It is interesting that 10 years after Stephen's death, the Lawrence recommendations feature strongly within this report. I am encouraged to hear that Chief Inspector Kevin Bowsher has stated that the recommendation in this report will be closely monitored for implementation.

Within the committee, I have also been involved in discussions around "lessons to be learnt around the death of Michael Menson". This involved topics such as how we can discipline Police Officers after they have retired.

Within the sub-committees for Hate Crime,

(Homophobic and Racist Incidents) topics of discussion include repeat victimisation. I feel that it is important that repeat victims of Hate attacks are quickly highlighted and that we must make every effort to stop further attacks that are likely to become more severe as time goes on. I have seen so many victims in a severe emotional state from being victims of Racist/Religious crimes.

Although most victims in general feel personalised by crime, innate objects are easily chosen and replaced. Being a victim of Hate Crime, you do not have the choice to change the colour of your skin, your sexuality or sometimes even your religion.

Being a perpetual victim of Hate Crime can create a spiral of suffering, causing so much damage to all aspects of your life.

Whilst working within a Hate Crime Unit I recognised the need for the training of officers, not only in the legislation under the Crime and Disorder Act or the Public Order Act, but around diversity in general. I now teach Hate Crime to probationers within my force and have also been approached by victim support agencies and other areas of training.

Most victims of Hate Crime come to us as a last resort, and their emotions are running high. We need to understand that they are not being awkward or do not have an attitude, but are most likely to have been victims for a length of time and this last incident, is likely to be 'The straw that broke the camel's back!'

Although a lot of good work is being carried out around diversity, we need to do more. We need to realise that the teaching of Hate Crime will open up the doors to questions being asked about diversity, and that cannot be a bad thing!

Caroline Dugdale
Executive Member of Sussex BPA
and NBPA Adviser on Race Hate



Policing Cohesive Communities

Fred Hunte - NEC Representative and NBPA Adviser on Community Cohesion

The NBPA has a voice on the Community Cohesion (CC), Policing and Crime Practitioner Group and the Stephen Lawrence Steering Group (LSG) sitting on the Trust and Confidence sub-group.

CC Policing and Crime Practitioner Group

The basic idea of promoting Cohesive Communities has been integrated into mainstream policing for many years, but what is Community Cohesion? It incorporates and goes beyond the concept of race, equality and social inclusion. The Home Office provide a definition that C.C. is one where:

1. There is a common vision and a sense of belonging for all communities.
2. The diversity of people's different backgrounds and circumstances are appreciated and positively valued.
3. Those from different backgrounds have similar life opportunities.
4. Strong and positive relationships are being developed between people from different backgrounds in the workplace, in schools and within neighbourhoods.

The Policing and Crime Practitioner Group aims to clarify some of the issues the Government must face in relation to policing CC and make recommendations for improvement.

There has never been a greater need for BPA members to continue their involvement in community projects and interaction with not just BME communities. We should also reach out to our white communities who are being influenced by right-wing groups who promote negative press on asylum seekers and refugees in our towns and cities.

Many BPA members have proved that they are diversity champions in disseminating good practice in C.C., which can be appreciated and positively valued by our police forces.

LSG The Trust and Confident Sub-Group

Implementing the recommendations of the Stephen Lawrence Inquiry Report remains an important Home Office commitment to tackling racism and improving the trust and confidence of all communities.

My membership in the Trust and Confidence sub-group involves monitoring and assessing current performance on race issues across the Criminal Justice System (CJS), and also to identify issues impacting on trust and confidence and propose strategies to address them.

The trust and confidence in policing communities remains low compared to other agencies within the CJS, which highlights that we are still the "shop front window" of the CJS group.

BPA members can challenge our force race equality policies and play an active role in their related action plans. This has been reflected in our engagement with our communities to identify and address the issues, which impact most on public confidence.

The recent racial disorder in our towns and cities emphasises our need to influence our policing policies, which reduce community tensions and promote "unity in diversity."

Fred Hunte
NEC Representative and
NBPA Adviser on Community Cohesion



Stephen Lawrence Steering Group - Community and Race Relations Training Sub-Committee

**Kul Verma - Chair of Sussex BPA and
NBPA Adviser on Diversity Training**



I was asked by Ravi Chand in the later part of 2002 to represent the National Black Police Association on the Community and Race Relations (CRR) Training Sub-Group. I was honoured and looked forward to applying my past experience and knowledge, to ensure that CRR training would be relevant to make a difference not only to the staff within the police service, but to the citizens we serve.

This steering group is one of five, which were set up to bring forward key priorities stemming from the Lawrence Inquiry Report. Terms of Reference for the Community and Race Relations Training Sub-Group was: To monitor and review the current delivery of CRR Training to the Police Service and make proposals for the development of a future strategy in this area.

One of the early decisions this group took was to distinguish race from diversity. There was a clear need to have a radical difference between the two concepts. In my opinion the Police Service has opted for the easier

way to deliver CRR Training and gone for the 'one size fits all model. Training areas such as race, gender and sexuality are shoved together over a few days and the tick for the force is obtained!

The position of the NBPA will be that for CRR training, the direction and legitimacy has emanated from the Lawrence inquiry – the fact is that above all, race is the issue that causes most tension and conflict between the Police and the communities of this country. This does not mean that the NBPA will value race above other diversity issues, all diversity areas are equally valid and should be supported. The challenge is for Police leaders to offer this support and not for staff associations to be made responsible to fight for a pecking order! I issue this challenge through this AGM!

Another area that I have been campaigning hard on is to conduct a review of the ACPO Diversity Strategy. The NBPA were consulted through me although the feedback was not incorporated in the final document.

Keep the peace



Police Constables – Transfer opportunities

“I joined the police force when I was 26 years old. After 8 years, I can honestly say it's one of the best jobs in the world. This is the first job that I am glad to get out of bed for and feel enthusiastic about going to. Unfortunately, police forces have an undeserved reputation for being racist and elitist. Upon joining the force, I was advised by a number of people that I would regret my decision. As a black, female officer, my experience is completely the reverse. I have been lucky enough to work in 2 different forces and have absolutely no complaints with regards to issues of race. My career has so far centred around front line policing i.e. uniform patrol. I find this aspect of the job very challenging and most rewarding as you never know what your next job might be. I'm not sure at the moment whether I want to join CID, Child Protection or

so try probationer training. I find it very satisfying that I have these options to choose from, or I can change my mind later on and choose something totally different.”
Lorna, Patrol Constable, Dorset.

For more information about how you can further your career in the Dorset Police, please telephone 01305 223794
www.dorset.police.uk

Dorset Police



Working towards a safer future



This raises the issue of consultation and what is meant by the term? The ACPO Diversity strategy again took the 'one size fits all' concept and did not make any links to standards or real change to service delivery. The ACPO portfolio holder for the Diversity Strategy has now changed and I am actively seeking to review the ACPO strategy. I am confident that the new portfolio holder will really consult on this document.

The other area of significance to the group has been the HMIC publication of Diversity Matters, call me a cynic but after twenty years in the Police Service and five of them with National Police Training, many of the recommendations seem to have been proposed before - are we always sliding back to square one? I am proactively trying to ensure that recommendations on this working group make a tangible difference both to the internal and external environments of the police service. CRR training can be most impactful where clear links are made to the operational field where both officers and

citizens can see differences to performance i.e. stop and search.

CRR training has in my opinion been over-complicated by academics and those with a financial interest. We need to get to the heart of the matter and identify what really needs to be done and to what standard, use either black trainers or lay contributors and check out not internally whether training has made a difference but ask the citizens we serve.

I shall continue to work within the CRR Training Sub-Group to challenge, and persuade those gate keepers to the police service, to ensure that we made the right decisions for effective CRR training.

Kul Verma

Chair of Sussex BPA and

NBPA Adviser on Diversity Training



The Challenge of Drug-Related Criminality

Glen Williams - Chair Nottingham BPA



Community Action / Policing Initiatives

I will open this article with a simple but challenging question:

Do you have an effective and independent BPA?

The reason I ask you to consider this question in relation to the theme of drug-related gun criminality is that if you do not you are not yielding the benefits that can come from having such a resource in order to assist you in the way you deal with this challenge. I will explain this further by showing you that The Notts BPA's involvement with the issue of drug-related gun criminality is an area that demonstrates those benefits and shows how the existence of an active, independent BPA can assist in developing the "Trust and Confidence" required from communities in order that the Police Service can do its job effectively and with the backing of the communities it serves.

WARNING!

DIVERSITY ISSUES AND TRUE CONSULTATION
CAN SERIOUSLY DAMAGE YOUR SENSE OF
WELL-BEING

This is not an easy arena to step into because you will always come across resistance to change, mistrust and a lack of confidence from those communities you believe you serve and those individuals within your organisation that do not want to change, on the other hand though it is not rocket science. The Notts BPA, as a support group, has been able to develop that "Trust and Confidence" within our "minority ethnic community", as serving Police Officers and Support Staff, which has led to the benefits of:

- Constructive and effective consultation through consultative groups
- The willingness of community representatives to talk to the Police during difficult times

- The ability of the Chief Officer to establish and identify those community representatives who reflect the overall concerns, needs and fears of the communities they serve.

Another challenging set of questions for you:

How do you view minority ethnic communities' interaction with your organisation when dealing with crime and in particular that of drug and gun crime?

Do you see them as part of the problem or part of the solution?

The Notts BPA perceive the "minority ethnic community" very much as part of the solution and it demonstrate this through its community-based initiatives and partnerships. For example:

The Notts BPA is involved in the Revival Initiative in partnership with the Met BPA, Manchester BAPA, Avon and Somerset BPA, West Midlands BAPA and the National BPA. This initiative comes out of the concern regarding the rise in drug-related gun criminality within London, Nottingham, Manchester and other affected cities. The rise in gun crime in Nottinghamshire has caused such concern that Notts BPA is spearheading the Revival Initiative there by trying to bring together a host of community, multi-faith, and multi-agency groups and individuals. The aim of getting them to work together is to create a more cohesive and constructive way to educate, prevent and protect the people of Nottingham in tackling the issue of drug-related gun criminality.

The recent successful gun amnesty has been supported by the Notts BPA who were invited to use pirate radio and other such mediums to get the message out to "hard to reach groups". Without the partnership



connections made by the Notts BPA, access to such mediums would not have been possible.

In 2002, the Notts BPA took part in an experimental, on-going project, lead by Team Libra, to look at alternatives for youngsters from the Radford, Hyson Green, Meadows, and St Ann's area living with gun crime. The youngsters were taken to Northern Ireland in order to hear and witness the experiences of young people growing up in an extremely violent environment. This was the first project in which the Police of Northern Ireland and the Roman Catholic and Protestant contingencies had worked together outside the political arena. The project was a high risk one but we reaped the rewards of success in terms of getting the young ones to re-look at their lives and the alternatives open to them. We also came away with a picture of the similarities shared by youths from both sides of the divide, both in terms of the Protestant /Catholic divide and that divide in relation to our own youth from our own affected areas.

In order to provide other alternatives for youngsters from the "minority ethnic community", the Notts BPA has also committed itself to working with and promoting Tap the GAP. This initiative involves placing young children into public service organisations they would not have otherwise considered as a form of vocation, during four weeks of their summer vacation. The aim of the project is to provide them with considerations for job alternatives they may not have otherwise considered.

Do you see the overall effect here? It is interaction with communities that makes the organisation part of that community and begins to break down the barriers that have prevented this happening in the past.

Our partnerships have assisted in forming the communications links that have enabled the Notts Police to form focus, consultative and steering groups, such as that used by Operation Stealth, in order to establish

community concerns and gain their support for the actions and initiatives the organisation undertakes. These consultation groups have also enabled the Notts Police to deal with issues of the media's coverage of drug-related gun criminality and the press's need to colour-code the issue and use the Police and governmental agencies to justify their actions. Because of the links the Notts Police had with minority ethnic community representatives the organisation was able to establish a press strategy that has prevented itself being used by the local press to sensationalise its articles on such issues. It also led to the Home Secretary recognising how his department had been used by the local press to sensationalise the issue in Nottingham which in turn led to an unreserved apology being made in person by him to those community representatives. The benefits of this are obvious in terms of the "minority ethnic community" being able to see the positive and effective outcomes of true consultation when concerns are listened to and taken on board in terms of policy and strategy development.

To conclude, the initiatives mentioned above have helped to establish credible constructive links with the "minority ethnic community" when dealing with such sensitive issues as drug-related gun crime. In Nottingham we believe such links can only be achieved if you have an active independent Black Police Association within your organisation, regardless of the perceived minority ethnic make-up of your community. If you do not have one you are missing out.

Glen Williams
Chair Nottingham BPA

Cash for Cops and Black Ghettos

Leroy Logan MBE - Chair of MET BPA and Former Chair of the NBPA



The objective of this paper is to remind the Police Service, and the respective stakeholders, of the original reasons behind the police recruitment targets set for black and other visible minority ethnic police officers. In particular, the importance of linking it with retention and progression figures which can act as an indicator of the rate of change of the working environment - especially for black and minority ethnic staff who are the victims of racism and the glass ceiling. Isolation by their peers can often result in experiencing a greater fear of risk in dangerous situations.

Lastly I will question the rationale behind the recent contentious recruiting ideas under consideration by the Metropolitan Police Authority (MPA) Recruitment Task Force in their attempt to attract more black and other visible minority ethnic candidates into the Metropolitan Police Service (MPS), by offering cash incentives and/or having an all visible minority ethnic intake. I will highlight some of the possible outcomes and other side effects.

Recruitment, Retention and Progression Targets

When the police recruitment targets were seriously being discussed in the Home Office corridors, the first National Black Police Association Executive (1998/99) under my Chairmanship was heavily involved in Her Majesty's Inspectorate of Constabulary's (HMIC) thematic report 'Winning the Race'. It was during this time the idea of having a unique conference where all Chief Constables, Chairs of Police Authorities and Governmental officials, together with other relevant statutory/non-statutory staff associations, were invited to contribute towards the setting of targets for black and other visible minority ethnic police officers.

The vision behind that April 1999 'Dismantling Barriers' conference was based on achieving a police service which reflected the community, working in partnership with

the community, for the benefit of all sections of society. A service that is part of the community, not apart from it.

The drive behind the conference was the fact that many of the recommendations contained in the 'Winning the Race' report had been largely ignored by Constabularies, and not enough force areas were placing the issue of race high enough on their agendas. These fundamental issues were raised by the Stephen Lawrence Inquiry report by Lord Macpherson, therefore it was not a surprise to the black and minority ethnic community when the Police Service was labelled as Institutionally Racist. This echoed similar issues raised by:

- Lord Scarman in 1981 stated "The Police Service which fails to reflect the ethnic diversity of our society will never succeed in securing the full support of all its sections".
- Association of Chief Police Officers (ACPO) strategic policy document 1990 stated "Forces should strive to improve equal opportunities within the organisation...there is a direct correlation between attitudes within the organisation and officers' attitudes towards members of the public".
- Home Office Police Research Paper 107 (Career Progression of Ethnic Minority Police Officers) 1999 highlighted "You cannot manage what you do not measure...what gets measured gets dealt with more effectively"

It was quite clear that capable leadership, striving for excellence in equality and race issues within the Police Service was the only means of developing clear and coherent Community and Race Relations strategies, underpinned by sound operational policies to ensure the equity of service to all sections of the community which contributes towards building greater trust and confidence; and dare I say it, improve on recruiting figures from the



target group. Police Authorities in turn must demand regular progress reports and hold senior police officers to account for their performance. Careful monitoring and auditing will focus attention on these critical issues of disproportionality in service delivery health checks, which includes stop and search (Home Office Police Research Paper 136, 2000 - 'Attitudes of People from Minority Ethnic Communities towards a Career in the Police Service' refers).

Consequently, the targets were set on the clear understanding that there is an inextricable link between internal staff confidence and external community perceptions. Therefore if you treat your diverse workforce right, by addressing the problems of disparity in retention and progression, then you are better equipped to serve a diverse community, and the Police Service will be seen as an employer of choice that will attract people from all sections of the community; who answer the vocational call of policing and are not enticed for the wrong reasons and then leave within a short space of time.

It is not just a numbers game of getting black and other minority ethnic recruits into the Service at any cost without making fundamental changes in the occupational culture, because we know this culture does not naturally celebrate diversity or respond to the needs of the individual. In fact it may be the root of the problem because it seems to exclude; insensitive to the needs of others and encourages racist attitudes. This will have a major impact on resignation rates, as shown by the levelling off of the target group numbers in the MPS over the past 2 to 3 years, between 4 to 5%, even though they account for around 10% of all the recruits.

It is quite obvious there are a disproportionate number of resignations from within the ranks of black and other minority ethnic police officers. This is consistent with the

ever-increasing caseload of our MPS BPA Support Network, responding to the growing number of calls made by officers who believe that the Police Service is no longer for them. Within the first 5 years of their service black and minority ethnic police officers are four times more likely than their white counterparts to leave the organisation, which has a detrimental effect on the image of the organisation in attracting future candidates. They will not see policing as a long-term vocation or see the MPS as an employer of choice.

Morale amongst black staff in the MPS is another worrying issue, especially if you take into account the increasing number of employment tribunals, disciplinary complaints and grievances taken out against their majority ethnic colleagues, as a barometer of the hostile environment that exists in the Police Service. These fundamental issues are not being fully addressed by the organisation, and that is why we in the MPS BPA are continuously challenging the thinking of the most senior officers and/or their lack of action on internal fair practice matters. All members of staff should be walking and talking advertisements for the organisation; influencing recruitment by their professionalism and positive attitude, striving for excellence in a vibrant learning and supportive working environment; it must not be seen as the responsibility of human resource specialists alone. Not surprisingly low morale reflects a beleaguered work force with a defensive attitude and a negative image.

Use Of Role Models

It is well researched that people are generally attracted to success through role models progressing up the ranks in any profession. The armed forces has shown the benefits of effectively marketing black and other minority ethnic role models, and we in the Police Service must learn from



their good practice.

Research has also shown that target group candidates will join the organisation even though they will face racism and other intolerances; as long as they also see processes in place to eradicate institutional barriers based on the colour of their skin, culture, heritage or faith. It will give them greater confidence knowing they can advance through the ranks feeling that the Service recognises the barriers which racism represents for them, and is working towards dismantling these barriers.

MPA Recruitment Task Force

Recently the MPA Recruitment Task Force has made it known that it is considering quite radical recruiting ideas in an attempt to attract more black and other visible minority ethnic candidates into the MPS, by offering cash incentives and/or having an all visible minority ethnic intake.

I must emphasise at this point that both are tried and tested initiatives exported from the USA, which does not automatically make it a viable proposition for the UK, where generally, people have totally different experiences in levels of social integration and tolerance.

I will now try and encapsulate the strength of feeling it has generated amongst BPA members since it has been known publicly.

Offering Cash Incentives

- It has been swooped upon by the press and categorised as a 'Black Bounty' which reinforces a number of negative stereotypes that have plagued black officers since they were courageous enough to join the MPS as far back as the late sixties;
- Seen as an act of desperation to achieve the targets at any cost, even if it erodes the esteem of potential

recruits because they will be the target of ridicule by their colleagues;

- This cash for cops idea may be subject to abuse by police staff who work with and have access to databases for the target group, and see it as a money spinner which flags up ethics and integrity issues, which is subject to abuse and may bring the MPS into disrepute;
- Some recruits may join through manipulation or coercion by a smooth-talking member of staff and not in response to a true desire to be a competent police officer on a long term basis;
- Some recruits may join with the sole intention of leaving after a short period of time having struck a deal with the recruiting officer beforehand and splitting the profits;
- Fellow officers from the majority culture may believe candidates from black and other minority ethnic origins were not recruited on merit, which has been a constant theme for many years; the presumption of incompetence.

All Visible Ethnic Minority Intake at Hendon Recruit School

- Goes against all the hard work that has been done in an attempt to achieve a more integrated society in the UK, such as social inclusion and neighbourhood renewal.
- The recruits would not have developed the required skills to work effectively in a police operational culture environment where issues of race and cultural difference are often exacerbated.
- Hendon is a precursor for developing the individual's coping strategy amongst their majority culture colleagues, primarily through support from other



colleagues with a shared and common experience, which is far removed from a critical mass of officers with a shared vision willing to challenge the status quo for progress to be made;

- The recruits would be potential targets for ridicule, which puts extra pressure on them and contributes towards premature resignations.

Conclusion

Recruiting cannot be looked at in isolation without looking at the working environment in which people will survive and develop, whether they are from the majority or minority communities. There needs to be extensive consultation programmes amongst black and other visible minority ethnic officers / communities, before any of these new recruiting strategies are implemented. At the time of completing this paper, the faith and race based staff associations - the representative genre for the target group - had not been formally consulted, even though these recruiting initiatives had been in the public domain for some weeks. I think we should have been the first port of call.

Even if the MPA Recruitment Task Force were successful in enhancing the recruitment figures of the target group, it would not necessarily improve on retention and progression rates. If it does not, then it is just another unsophisticated gimmick that is not getting to the causes behind black and other visible minority ethnic officers resigning at an alarming rate during the first few years of their service.

Year after year millions of pounds are spent on recruiting campaigns, focussing on the target group candidates without the desired outcome, therefore a new approach has to be applied. Some of the answers may be hidden in the 1990 Bristol Seminar report that was

partially shelved by the MPS through many of the recommendations being ignored. The BPA took over where Bristol left off, in terms of addressing these fundamental issues with our overarching aim of improving the working environment of black personnel, with the intention of enhancing service delivery to the black community. I know the MPS would benefit greatly from staging a 'Bristol Revisited' conference in the middle of 2003 exploring the correlation between service delivery, internal fair practice and the linkages with the recruiting targets. Until the MPS has a clear understanding of these relationships, recruitment processes will always be a cosmetic exercise, fronted by slick campaigns that only command transient attention.

On behalf of the BPA a small core team is in the early stages of developing a recruitment model that provides contextual information on the recruiting environment. It will take some months to be completed, however, the final product could be presented at the 'Bristol Revisited' conference.

The research I have carried out in putting this paper together has revealed there are serious doubts, from the most senior to the youngest serving member of staff, concerning the effectiveness of these recent MPA ideas and the long-term damage that it can have on the MPS. I just hope the issues I have raised will assist in developing a more common sense approach in any future initiatives.

Leroy Logan MBE
Chair of MET BPA and
Former Chair of the NBPA

MET BPA Phase III - Leadership programme

Bevan Powell



The Met BPA's flagship community engagement programme has been running since 2001, described as innovative and best practice by the Home Office and the Metropolitan Police Service, the programme includes the Association's Youth Leadership Course, a six day residential programme designed by the BPA for 15 -16 year olds. Following the Leadership Programme of 2002 the young leaders decided to create their own youth organisation under the umbrella of the BPA, called Young Black Police Association, which subsequently changed to Young Black Positive Advocates (YBPA). The YBPA wanted to demonstrate their leadership by organising a youth conference around the issues of community safety. They created their own strap line 'Stop the Killing Start the Healing', which encapsulated their wish to see a safer London and a safer and more caring world.

October 2002 saw the launch of their first conference 'Stop the Killing Start the Healing', the conference proved a success attracting over one hundred young people during school half term. The event was a huge success and was quickly followed by a number of other pioneering initiatives. An example was the 'Drug Rap' magazine which provides information on drugs in a fun and informative way. The magazine has been distributed to a number of schools across the country. In February 2003 the group organised another youth conference at the House of Commons, the first event of its kind attracting 150 black youngsters from across London. The YBPA have also been involved in:

- A Channel 4 programme concerning gun culture in London on Saturday 23rd November 2002
- Work with Paddington Youth Parliament; Black MBA UK; Tribal Tree music technology and arts youth forum; Black Arts Production and the Black London Youth Forum
- A YBPA representative has been selected to take part in the Junior Crime Stoppers Programme Board in 2003
- Participant of a Discovery Camp in San Diego USA
- Planning for a National Youth Programme in

October 2003

- As part of the MBPA 10 year anniversary, discussions are taking place with the YBPA regarding the feasibility of an international national youth conference to be hosted in London 2004.



The success of the BPA Leadership Programme is a reflection of the MBPA's determination to ensure that black youngsters are engaged and are seen to be part of the solution. The MET BPA continues to lead the way regarding cutting edge community engagement techniques and models.

Joint Executive Directors: Bevan Powell
George Rhoden

Project Manager: Leroy Logan
Project Coordinator: Audrey Lutchmaya
Educational Coordinator: Sandra White
Finance Director: Keith Smith





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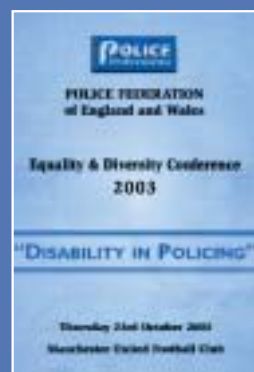








“DISABILITY IN POLICING”



Equality & Diversity Conference 2003

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Police Federation of England & Wales

Bela Gor Head of Legal Policy
Employers Forum on Disability

Hazel Blears MP Police Minister
Home Office

Bert Massie Chairman
Disability Rights Commission

Full details and a booking form can be obtained from the front page of the website @ www.polfed.org



Could You? Home Office



Vic Olissa, Chair of the City of London Black Police Association, was one of the key speakers at the Home Office launch of the new recruitment process and new website, www.policecouldyou.co.uk. The launch was well attended by recruiters from all over the country. Vic is a member of the Advisory Group on National Recruitment Standards, which has steered the development of a fair and transparent recruitment system for the police. He is enthusiastic about National Recruitment Standards which help to challenge the impression that some people hold that standards are somehow lowered for minority ethnic groups. This is because it is made clear that the standards are the same for everybody and that everybody is judged according to objective, job-related competencies. It makes it clear that the minority ethnic police officers who are recruited are the best people for the jobs in a police force which values diversity and wants to reflect the community it is serving.

Over the past 18 months major changes have been made to police recruitment, driven not only by a need to make policing more inclusive and attractive to people from all walks of life, but also by the need for a more coherent approach which is clear, fair and transparent. The new website is just one step to making the police service more open and accessible to applicants and to make all stages of police recruitment simpler.

It is hoped that the website will boost applications from minority ethnic groups. It features profiles of real police officers who talk about their jobs and the challenges they face. Officers from ethnic minorities discuss what it's like to be a black officer within the force

and the issues that affect them based on their personal experiences. They talk about what the police are doing to challenge racism and the perception of racism.

In addition to this the website offers information on open days and recruitment events up and down the country. Each force has its own page on the website so applicants can find out what it's like to work there. The website tells people where there are vacancies and gives information about pay and conditions of service. In the first two months, the website has scored over one million hits, and about one thousand applications.

Recruitment is the first point at which most potential police officers experience the police and first impressions count. It's at this point that perceptions need to be challenged if we want the police service to become a more ethnically diverse workplace. The standardisation of recruitment and the new [policecouldyou](http://policecouldyou.co.uk) website ensure that the police are better able to meet their aims to become more diverse and reflect the communities they serve.

Serving black police officers have a key role to play in removing barriers and encouraging others to follow. If you would want to be a role model or if you can offer a black officer's perspective of life in the Police Service for our website, contact Vic Olissa or Isobel Rowlands at the Home Office on Isobel.Rowlands@homeoffice.gsi.gov.uk.

NBPA President Ravi Chand
on behalf of the NEC





BPA Research Project

Prof. Simon Holdaway and Dr Megan O'Neill - University of Sheffield

As many of you will be aware, we have been conducting an Economic and Social Research Council (ESRC) funded research project on Black Police Associations in England and Wales since October 2001. We are very grateful to all those from the BPAs and NBPA who generously devoted some of their time to this study. Your help has been invaluable.

We have conducted a total of 112 interviews with BPA chairs, deputy chairs or general secretaries, ACCs/DCCs, Heads of Human Resources and Joint Branch Board Chairs. All the interviews have been very informative and we are now in the process of reading through the transcriptions.

This is a lengthy task and will take a few more months to complete. However, we have not forgotten our promise to let you know when we have developed our findings. Thus we have begun to examine dates and venues for the research findings seminar, which we will hold later this year. We anticipate this one-day seminar will take place on 9 December 2003 in Halifax Hall at the University of Sheffield, from about 10:30am to 3:30pm.

Unfortunately, due to budget constraints we will only be able to invite one person from each BPA who participated in the project and two from the NBPA and will not be able to fund accommodation. Just prior to the seminar we will send out a paper outlining our findings. This will go to all BPA members who participated in the research, regardless if they are able to attend the seminar or not. Those who are attending the seminar will also receive directions and information on local accommodation should it be required.

If your BPA did not receive the letter we sent in June about this event, or if you did not participate in the project but would like more information on it, please let us know. Megan can be reached on 0114 222 6831 or m.oneill@sheffield.ac.uk. Simon Holdaway is on 0114 222 6767 or s.holdaway@sheffield.ac.uk.

Thank you again for your assistance. We look forward to seeing you in December.

Prof. Simon Holdaway and Dr. Megan O'Neill
University of Sheffield



**METROPOLITAN
POLICE**

Working for a safer London

The Development and Organisation Improvement Team "DOIT" supports and aspires to retain and develop under represented groups within the Metropolitan Police Service. In support of the Mission, Vision & Values of the Metropolitan Police Service we work steadfastly to ensure the philosophy of diversity is central to all service actions and activities. We wish the conference every success and commend the contributions made by the NBPA to ensure that the police provide a service which meets the needs of communities and employees.

For more information on "DOIT" please contact Patrick Lenihan, Diversity and Equalities Manager on 020 7321 8612 patrick.lenihan@met.police.uk

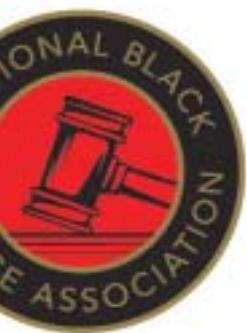


'doit'
Development & Organisation
Improvement Team



NBPA Album

Visions of the NBPA



Rowe Cohen is once again
delighted to be associated
with the National Black Police
Association and wishes it
every success with this year's
AGM and Conference

Police Discipline

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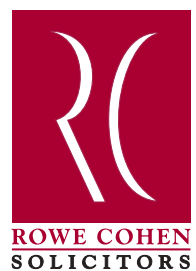
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